



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

DIT UNIVERSITY

MUSSOORIE DIVERSION ROAD, MAKKAWALA, P.O. BHAGWANTPUR
248009

www.dituniversity.edu.in

SSR SUBMITTED DATE: 03-09-2022

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2022

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

With a rich heritage spanning over 24 years, DIT University (DITU), erstwhile Dehradun Institute of Technology and the flagship University of the Unison Group, was founded by Late Shri Naveen Agarwal Ji. DITU was established vide Act No. 10 of 2013 of the Govt. of Uttarakhand. DITU offers career-oriented Undergraduate, Postgraduate & Doctoral programs in Engineering, Technology, Sciences, Liberal Arts, Management, Pharmacy, Architecture, Planning & Design.

Situated in Dehradun, with a green campus spread across 14.551 acres, a built-up area of 88329.35 sq.m., 4900+ students, 250+ faculty and 182 staff, and best-in-class infrastructure, DITU offers an ideal environment for the holistic development of students.

The progressive curriculum, based on a flexible Choice Based Credit System, enriched through excellent linkages with Industry and Professional Bodies, prepares the students for a lifelong career.

DITU has

- Six Centers of Excellence for advanced research in niche areas
- Centre for Innovation, Incubation, Entrepreneurship, and Start-up (CIIES) to promote entrepreneurial and start-up eco-system among students and faculty
- 1800+ capacity Girls and Boys hostels with supporting infrastructures such as cafeterias, playgrounds, and 35+ clubs
- Partnerships with top Universities and National Institutes to support collaborative research, scholar exchange, and specialized training for students/employees.
- Achieved operational efficiency by employing innovative technology and streamlined processes and is the first Indian University to be ISO 21001:2018 certified for operational excellence.

The University has received several recognitions/awards, including

- NIRF Rankings: in 100-200 band in Engineering category in the last three years
- Outlook Care Rankings 2022: first among top private engineering colleges in Uttarakhand; top private architecture colleges in Uttarakhand
- Career 360 rankings 2022: AAA+ rating
- Higher Education Review 2022: among the top 10 most promising architecture colleges in India, 2022
- Times Engineering Rankings 2022: 16th amongst top private engineering institutes in Northern Region
- 'Band Performer' category in Atal Rankings of Institutions on Innovation Achievements (ARIIA) 2021

The 18000+ alumni have made a mark in the national and international arena with their dedicated service to society. With its motto of 'Imagine, Aspire, Achieve,' the University's outlook is to provide an innovative, flexible, and industry-oriented teaching-learning experience with seamless exposure to cutting-edge research.

Vision

To be a world-class professional University, constantly striving for excellence in education by high-quality teaching in synchronization with industry needs. To be driven by the spirit of groundbreaking research and entrepreneurship. To instill in each student qualities of mind and character necessary for good citizenship and eminent leadership.

Mission

- To put our students first and work responsibly with honesty, transparency, and integrity to influence, inspire and nurture talent of our students, and the members of faculty and staff.
- To encourage creative ability and research temperament.
- To provide knowledge based technological services for industry and society.
- To synergize the teaching learning process through active interaction with industry and academia whilst embracing modern technological changes.

Our Core Values:

- Academic Excellence and Integrity
- Integration of Human Values, Ethics and Professional Etiquettes with teaching
- Outstanding Teaching and Service
- Encourage quest for life-long learning
- Scholarly Research and Professional Leadership
- Inculcating Global Perspective in Attitude
- Appreciation of Intellectual Excellence and Creativity
- Sensitivity to Social Responsibility



1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Multi-disciplinary University with UG, PG, and Doctoral programmes in Engineering, Technology,

Sciences, Liberal Arts, Management, Pharmacy, Architecture, Planning & Design.

2. Innovative curricular structure under a Flexible Choice-Based Credit System providing academic flexibility to students.
3. Outcome-based-education (OBE) with an effective assessment of program and course outcomes, coupled with objective evaluation and monitoring; regular updating of curriculum to meet the industry and societal requirements.
4. State-of-the-art infrastructure and facilities for teaching-learning, research, and recreation.
5. Holistic development of students through a blend of classroom activities, lab/studio work, Industry visits & internships, community service engagements, and other extracurricular and co-curricular activities.
6. Centers of Excellence and Research Laboratories encourage the ideation, creation, development, and dissemination of knowledge and grow research performance in terms of quality publications and patents. Last two years, research and IPR output have grown 30+% year over year.
7. Centre for Innovation, Incubation, Entrepreneurship, and Start-up (CIIES) for promoting entrepreneurial and start-up eco-system in the University.
8. Well-qualified and experienced faculty with a high percentage of PhD's, dedicated and qualified staff.
9. Transparent evaluation system ensures fair, continual, and appropriate assessment.
10. Effective teaching-learning process management, including a 360-degree course and faculty feedback system.
11. Fully functional e-governance module through an efficient ERP system, "Academia". Designed and deployed an 'Academic Excellence Information System (AEIS)' to capture updated information on achievements of individual faculty members. Adoption of Technology in almost all operations of the University.
12. Excellent placement record year-on-year with reputed organizations offering placement opportunities to our graduating students.
13. Linkage with reputed organizations for collaborative research and teaching at the National and International levels.
14. Extension activities in rural areas to expose the students to real-life challenges, thereby fostering institute social responsibility.
15. Career Development Cell for training on communication & soft skills, personality development, and for teaching values and ethics along with preparing students for various national/international competitions.
16. Robust grievance redressal mechanism, student support system, mentoring programmes, counseling, and guidance services.
17. Organizing regular open house sessions with student representatives and faculty with senior management to collect feedback, incorporate suggestions, and address grievances.

Institutional Weakness

1. Being a relatively young self-financed University, challenges in attracting sizable research funds from the funding agencies and Industries.
2. Recruiting meritorious international students and faculty with quality research credentials internationally.
3. Constraints in space expansion due to the location in a hilly region of the State.
4. Limited International collaborations.
5. Due to a smaller number of industries in Uttarakhand State, limited opportunities for consultancy projects and other industry-institute partnerships.

Institutional Opportunity

1. The national initiative of Make in India, Digital India, Innovate India, Skills India, Start-up India, and societal needs-based research needs to be deeply explored & leveraged.
2. With the greater thrust on entrepreneurial initiatives by the government, expanding the culture of entrepreneurship among students leveraging the CIIES and IPR cells of the University.
3. Opportunity for innovation in new product development and technological solutions by addressing problems of the rural areas around the University.
4. Dehradun has been chosen as one of the smart cities, opening immense scope for addressing technological challenges requiring innovative and workable solutions.
5. Opportunity to provide education to the rural areas at affordable cost, helping to strengthen the economy of Uttarakhand and the region.
6. Increased commitment by Alumni to engage with their alma mater – Mentoring, start-up cells, scholarships, internships, etc.
7. Scope for offering more skill-oriented programmes with employment opportunities for the youth of hill state.
8. The University is in the state capital of Uttarakhand, thereby enabling partnership and close association with various State Government projects and schemes.
9. Collaboration with other Universities of Himalayan-region to address common problems faced by the people of the region.

Institutional Challenge

1. Recruitment and retention of experienced & qualified faculty with high-quality research credentials.
2. Managing the increasing cost of education while keeping the fees nominal due to low per-capita income of the State.
3. Competing with established Institutions for a fair share of extramural grants from Government Agencies.
4. Inspiring faculty towards purposeful society-oriented research by getting research grants, publishing quality papers, and obtaining intellectual property rights.
5. Attracting sizeable, regular international students.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The structure, content of the courses and the teaching pedagogies are designed through a rigorous process. At the University level, the Academic Council is the principle body responsible for approving of curricula. The University implemented Choice-Based Credit System (CBCS) from the academic session 2017-18 onwards, with strong focus on OBE. All programmes and courses, have well-defined Program Educational Objectives (PEO) and Learning Outcomes (LO) aligned with the University's Vision and Mission.

Salient Feature of the curriculum

- Through the flexible CBCS giving the students access to:
 - Choice of courses to enable them to chart out a progression based on their interest and

capability, within the overall degree programme requirements.

- Excellent curricular and co-curricular opportunities for enhancing academic acumen, employability and entrepreneurial skills.
- Courses relevant to Gender sensitivity, Professional ethics, Human Values and Community Service.
- Value added and soft skills courses are integral part of learning.
- Provision for On-the-Job Training/Industrial projects for full Semester/Trimester in the final year for strengthening the class room teaching and learning..
- Wide variety of domain electives, interdisciplinary elective and multidisciplinary open elective courses are included in curricula to meet students' interests and aspirations.
- The University has signed MoUs with Industrial, Academic Organisations and International Universities to provide opportunity to students to enrich their knowledge through projects, internships and field visits and student exchange programmes.

Curriculum Planning, Implementation and Enrichment

- Curriculum review and development is done periodically to keep pace with developments in respective fields, to meet the requirement of academia, industry/profession and society.
- Industry integrated programmes are offered in collaboration with IBM, ORACLE and Imagine XP.
- All Programs revised in last five years. More than 50% new courses were introduced.
- Over 95% of courses having focus on employability.
- MOOCs integrated into program electives.
- Over 60% students undertook field visits / research projects / Internships / on-the job training.

Feedback System

The University has feedback system in place for all the stakeholders i.e. Students/Alumni/Faculty and Employers. The stakeholder's feedback serves as input for continuous improvement in curriculum and also helps to introduce the new courses and programs from time to time.

Teaching-learning and Evaluation

Student Enrollment and Profile

The University admit meritorious students PAN India and from SAARC and other Countries based on their marks in the qualifying examinations and scores in national level competitive examination, as applicable.

The admission is done through a transparent merit-based process.

- The University follows the reservation policy of 40% reservation for Uttarakhand domiciles candidates.
- High-demand ratio of 1:10 indicates popularity of the University for Quality teaching and learning. Over 30% girl students.
- Over 55% students from states other than Uttarakhand.

Catering to Student Diversity

- English language classes for students coming from rural background and Non-English speaking

countries.

- University offers guided self-study courses for slow learners and challenging assignment on real life projects for advanced learners
- Physical infrastructure is also well-equipped with ramps, lifts, special toilets etc.
- Summer Term is organised to support slow learners and students having backlogs.
- Activities to imbibe the spirit of 'unity in diversity' among the students

Teaching – Learning Process

- University has 100% ICT enabled classrooms and all faculty members are using Learning Management System.
- In addition to participative & blended learning, University also offers online courses (MOOCs) through SWAYAM and NPTEL.

Teacher Profile and Quality

- Student-Teacher ratio is maintained in the University with qualified and experience faculty members
- More than 55% faculty is Ph.D. and another 25% are pursuing their Ph.D.
- 70% faculty is from other states of the country.

Evaluation Process and Reform

Evaluation process is fully automated, enabling declaration of exam results possible within 12 days of conduct of examinations. University follows the transparent evaluation process with showing the answer-sheet to students after the evaluation.

Student Performance and Learning Outcomes

Programme Outcomes are assessed using direct and indirect methods to identify educational and operational gaps to propose action plan for further integration in the strategic planning.

- More than 90 percent students complete their program on time.
- Around 60 percent of outgoing students get placed through campus, 8 to 10 percent students go for higher studies and remaining students opted for Government / Competitive Examinations and self-employment.
- Program outcome has been attained upto 75% across the programmes.

Research, Innovations and Extension

The University has well-defined research promotion policy to foster research culture by providing desired research infrastructure and support.

Initiatives taken to promote the research, innovation and extension activities:

- The University provides seed-money research grants to faculty for creating research ecosystem.
- The University provides financial incentives to faculty members/research scholars recognizing high impact publication in reputed journals.

- Provision for financial incentives to the faculty members who receive State, National and International recognition/awards like Shanti Swaroop Bhatnagar award, Fellow of INSA, Fellow of INAE , Raman Fellowship, IEEE Fellowship, Fulbright Fellowship and Young scientist award from reputed scientific organization.
- CIIES supports student entrepreneurs.
- A dedicated IPR Cell to help faculty for patent filing and commercialization.
- A zero tolerance plagiarism policy using “Turnitin” plagiarism software.
- More than 40 MoU’s with national & international bodies for academic and research collaborations.
- Research database subscription of IEEE, EBSCO, IET, IGI, DELNET, etc.
- Number of extension programmes like blood donation camp, Health check-ups, environmental awareness workshops etc. were organized.
- Collaborative publications with other Institutions.
- Financial support for organizing and participating in Conferences and Seminars.

Resource Mobilization for Research

- Government sponsored research projects worth Rs 1.71 crores.
- More than Rs. 63 Laks seed grants provided to faculty for research.

Consultancy, Extension Activities, Collaboration

- Adoption of five nearby villages under "Unnat Bharat Abhiyan". More than 350 extension activities conducted during last 5 years.
- Around 50% students participated in extension activities every year. Rs. 0.34 crores earned through consultancy projects.

Key Research Outcomes

Faculty members have published more than 1100 research publication in reputed Journals and approximately 550 research publication in the International and National conferences / seminars organized by Institutions of repute i.e. IEEE, SPRINGER etc. with publication citations of more than 4500 in last five years.

- On an average, 25% faculty members are provided financial incentives for their research contribution. Scopus h- index 37, with impact factor upto 16.
- More than 10 research projects funded by DST, DRDO, SERB and UCOST and other Govt. and Non-Govt. funding agencies.
- Establishment of Six Centers of Excellence.
- 100 patents were published in last 5 years.

Infrastructure and Learning Resources

Physical Facilities

- Modern and well-maintained infrastructure.
- Learning resources including 100 percent ICT enabled classrooms, computer labs, library and other support facilities etc.

- Fully equipped laboratories setup in collaboration with IBM, HYDAC, Oracle, Smart Joules, C-DAC.
- About 88329.35 square meters of built-up area.
- In-campus accommodation for over 1800 students.
- Seamless CCTV surveillance across campus, all buildings with fire alarm safety and round the clock security services.
- Language, Media lab, e-content development facilities.
- Substantial infrastructure for sports and other extracurricular activities including, Basketball, Volleyball, Table tennis, Badminton, Snooker, Yoga and Meditation facilities, etc.
- 500 capacity air-conditioned Auditorium, 06 Seminar Halls of 240 / 120 capacity, 1000+ capacity Amphitheatre, more than 400 Kw of power generation and water heating through solar energy panels.
- Sewage Treatment Plant (STP) follows the policy of zero liquid discharge. Treated water is used for flushing and horticulture.

Library as a Learning Resource

- Central Library houses variety of resources such as books of all disciplines, collection of rare books, manuscripts, special reports and large number of e-journals and e-books.
- Learning Resources like e-Journals, e-books, Shodhganga, databases like EBSCO, IEL/IEEE, Springer, ASTM online and Science & Technology Collection Cengage Learning, Greener etc. are available to faculty and students and can be accessed remotely also.
- Library has more than 1.20 Lakhs text and e-books relevant to the curriculum and for research needs.
- The University Library has a repository of over 600 e-journals, conference and seminar proceedings.
- The University Library is equipped with Audio Visual Room for NPTEL video / Swayam Prabha etc. contents.
- Fully air-conditioned Library spreading over 2500 square meters of built up area with 26 Mac Workstations. DIT University Library is the member of DELNET, NPTEL, EDUSAT and the British Council Library.

IT Infrastructure

- More than 1400 Desktops & Laptops for learning and education purpose.
- Over 1.7 GBPS bandwidth for internet connection with 440 Wi-Fi access points. Upgraded UTM Cyberoam CR500ING with Sophos XG550, to enhance ICT security. Academia ERP for all University functions.
- Well-equipped lecture recording facility

Maintenance

The University has well established systems and procedures for maintaining and utilizing physical, academic and support facilities.

Student Support and Progression

DITU has well-established student support system for capability enhancement/development, progression, financial assistance, alumni engagement, etc. University awards various scholarships to the students such as Scholarship to the residents of Uttarakhand and Himalayan States, Merit-cum-Means Scholarship, Scholarship for Girls, Scholarship for Siblings of students, Scholarship for Wards of Armed forces and many more.

Students are made aware of various Government Scholarship Schemes. DITU has a robust system for student support for skill development, grooming, career counselling, competitive exams, placements and entrepreneurship.

DITU has a strong network with Alumni through regular meetings of Alumni Executive Committee for participation in various outreach activities, providing jobs, internship to students and facilitating guest lectures at national/international levels.

Students' participation in social services through NSS and NCC is encouraged.

Highlights-

- DITU is a ragging free campus. Dean Students Welfare takes care of issues, if any, among students, women and students grievances redressal through various committees like Women Welfare Cell, SC/ST Welfare Committee etc.
- More than 50% students were benefited by University Scholarships every year. In 2021-22, over 3354 students were benefited.
- More than 80% students were guided by Career Development Cell for career counselling & various competitive examinations.
- Almost 90% students completed their programme on time.
- The Placement Cell maintains strong relationship with over 200 companies for recruitment and internship opportunities.
- Around 60 percent of outgoing students get placed through campus, 8 to 10 percent students go for higher studies and remaining students opted for Government / Competitive Examinations and self-employment.
- On an average, 30 students won awards for outstanding performance in the sport/cultural activities at national/international level in last five years.
- On an average, 50 sports and techno cultural activities are organized by various clubs and society at University level every year.
- A dedicated Cell for catering to the needs of international students. Student Counselling Cell with experienced and qualified counselors.

Alumni Engagement

- The Alumni Executive Council has launched a Mentor-mentee this year to support the juniors in terms of career choices, personal counselling etc.
- The alumni are also in the process of launching a Start-up support cell to support entrepreneurship among the students.

Governance, Leadership and Management

DIT University has visionary leadership and Competent Administrators to provide effective governance and leadership at all levels. The Organization Structure with well-defined organizational hierarchy supports participative management for effective decision-making and granting autonomy at various levels.

DIT University has constituted various bodies for the effective functioning and governance as per the provisions laid in the University's Act and Statutes. The powers and functions of each body are well specified

in the Act and the Statutes. Statutory Bodies have representation of experts from Academia, Industry and the Government.

The University organizes regular meetings of all the bodies and all necessary documents are well maintained. The various bodies, as per their defined powers, discuss, deliberate and recommend / approve various policies and set the future course of the University.

The Promoting Society and the Board of Governors ensures the appointment of eminent person(s) in leadership roles. The leadership is tasked with the responsibility of contributing towards achieving the Vision and Mission of University, creating strategic plan, and ensure that professional and personal growth of faculty and students' are always kept in mind along with the Interest of the university.

As a part of e-governance, University has automated all academic and non-academic processes through ERP System.

DIT University Governance and Leadership facilitates the following:

- Devising policies which are in the interest of the University, its stakeholders and education at large. Closely monitoring the progress of the University and continuously work on the SWOC analysis. Making short term as well as long-term plans for the University with measurable milestones and KPIs. Continuously striving for the better future of the students and making student centric policies.
- Make policies to establish highly disciplined, academic, research oriented and a progressive culture in the University.
- Provide opportunities to faculty members for their skill and qualification upgradation and also exposure to newer technologies and more advanced systems.
- Ensuring transparency and accountability at every level. Implementing effective & transparent budget and financial planning. Bringing empowerment through decentralization.
- Regular review of quality & financial audits.

Institutional Values and Best Practices

With focus on achieving academic excellence, inculcating human values with professional etiquette & ethics in students, the University continuously endeavors to transform them into future leaders contributing to society and nation building. Inculcating a global perspective in attitude, and encouraging a quest for life-long learning with sensitivity to social responsibility is emphasized. The University also believes that a focused faculty development and empowerment practice is essential for achieving excellence.

Towards these broad objectives, the University has adopted few best practices through various initiatives –

- A 'Cradle for Concerted Development' practice which focuses on the holistic development of students through a number of activities such as lectures, seminars, projects, field trips, value added courses, extension activities, sports and cultural activities.
- Regular updating of curriculum with inputs from industries and stakeholders
- Career Development Center is established to facilitate the students for skill enhancement & career progression.
- Empowerment of faculty members through FDPs/MDPs/Seminars/Conferences/regular appraisals/promotions/incentives.

- Reward and Recognition policy for students
- National Service Scheme (NSS)
- Gender sensitivity by ensuring –
 - Women safety with 24x7 surveillance through about 900 CCTV cameras. Representation of Girl students in Statutory Bodies & Councils. Conduct of Gender equality awareness programs on regular basis, Scholarships for girls.
 - National Cadet Corps (NCC) for Girls

- Achieving environment sustainability through:
 - Provision for waste management
 - Solid waste management through 1000 recycling bins
 - Liquid waste management through two Sewage Treatment Plants.
 - E-waste Management as per Government prescribed guidelines.

- Green practices for sustainable environment through –
 - Use of solar energy and sensor based LEDs for meeting energy requirements in the campus. Implementation of ERP for reduction in paper based information dissemination and storage.
 - Pedestrian friendly campus, green landscaping and ban on use of plastic.
 - Disabled friendly environment
 - Local community development through adoption of five villages
 - Developing sense of nationalism by celebration of important national and international days, festivals and events

In addition to above, the University invests in technology to create transparency in all process at all levels ensuring achievement of academic excellence in teaching-learning and research. The faculty use LMS (MS-Teams) for facilitating teaching, learning & Evaluation.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the University	
Name	DIT UNIVERSITY
Address	Mussoorie Diversion Road, Makkawala, P.O. Bhagwantpur
City	Dehradun
State	Uttarakhand
Pin	248009
Website	www.dituniversity.edu.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Vice Chancellor	G Raghurama	0135-7144300	7500586777	-	naac@dituniversity.edu.in
IQAC / CIQA coordinator	Hemraj Verma	0135-7144202	7983069425	-	iqac@dituniversity.edu.in

Nature of University	
Nature of University	State Private University

Type of University	
Type of University	Unitary

Establishment Details	
Establishment Date of the University	01-01-2013
Status Prior to Establishment, If applicable	Autonomous College
Establishment Date	25-07-1998

Recognition Details		
Date of Recognition as a University by UGC or Any Other National Agency :		
Under Section	Date	View Document
2f of UGC	25-07-2019	View Document
12B of UGC		

University with Potential for Excellence	
Is the University Recognised as a University with Potential for Excellence (UPE) by the UGC?	No

Location, Area and Activity of Campus							
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.	Programmes Offered	Date of Establishment	Date of Recognition by UGC/MHRD
Main campus	Mussoorie Diver sion Road, Makkawala, P.O. Bhagwanpur	Rural	14.551	88329.35	UG, PG and Doctoral		

2.2 ACADEMIC INFORMATION

Furnish the Details of Colleges of University

Type Of Colleges	Numbers
Constituent Colleges	0
Affiliated Colleges	0
Colleges Under 2(f)	0
Colleges Under 2(f) and 12B	0
NAAC Accredited Colleges	0
Colleges with Potential for Excellence(UGC)	0
Autonomous Colleges	0
Colleges with Postgraduate Departments	0
Colleges with Research Departments	0
University Recognized Research Institutes/Centers	0

Is the University Offering any Programmes Recognised by any Statutory Regulatory Authority (SRA)	: Yes						
<table border="1"> <thead> <tr> <th>SRA program</th> <th>Document</th> </tr> </thead> <tbody> <tr> <td>PCI</td> <td>106859_9070_6_1658405220.pdf</td> </tr> <tr> <td>COA</td> <td>106859_9070_18_1658405484.pdf</td> </tr> </tbody> </table>	SRA program	Document	PCI	106859_9070_6_1658405220.pdf	COA	106859_9070_18_1658405484.pdf	
SRA program	Document						
PCI	106859_9070_6_1658405220.pdf						
COA	106859_9070_18_1658405484.pdf						

Details Of Teaching & Non-Teaching Staff Of University

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned	31				33				197			
Recruited	25	6	0	31	16	9	0	25	127	70	0	197
Yet to Recruit	0				8				0			
On Contract	0	0	0	0	0	0	0	0	0	0	0	0

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned				127
Recruited	91	36	0	127
Yet to Recruit				0
On Contract	0	0	0	0

Technical Staff				
	Male	Female	Others	Total
Sanctioned				55
Recruited	50	5	0	55
Yet to Recruit				0
On Contract	0	0	0	0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	24	6	0	13	7	0	63	28	0	141
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	1	0	0	3	2	0	64	42	0	112
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Distinguished Academicians Appointed As

	Male	Female	Others	Total
Emeritus Professor	1	0	0	1
Adjunct Professor	0	0	0	0
Visiting Professor	0	0	0	0

Chairs Instituted by the University

Sl.No	Name of the Department	Name of the Chair	Name of the Sponsor Organisation/Agency
1	Nil	Nil	Nil

Provide the Following Details of Students Enrolled in the University During the Current Academic Year

Programme		From the State Where University is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	1163	1976	8	123	3270
	Female	452	660	2	20	1134
	Others	0	0	0	0	0
PG	Male	73	117	0	12	202
	Female	46	84	0	2	132
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	1	76	0	2	79
	Female	1	92	0	1	94
	Others	0	0	0	0	0
Diploma	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

Does the University offer any Integrated Programmes?	No
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Details of UGC Human Resource Development Centre, If applicable

Year of Establishment	Nil
Number of UGC Orientation Programmes	0
Number of UGC Refresher Course	0
Number of University's own Programmes	0
Total Number of Programmes Conducted (last five years)	0

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Department Of Chemistry	View Document
Department Of Civil Engineering	View Document
Department Of Electrical Electronics And Communication Engineering	View Document
Department Of Humanities And Social Sciences	View Document
Department Of Management Studies	View Document
Department Of Mathematics	View Document
Department Of Mechanical Engineering	View Document
Department Of Petroleum Engineering	View Document
Department Of Physics	View Document
School Of Architecture Planning And Design	View Document
School Of Computing	View Document
School Of Pharmaceutical And Population Health Informatics	View Document

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Dehradun Institute of Technology started in 1998, transformed into a University by 2013 with the introduction of new disciplines and programmes. During the period 2013-2022, the University has introduced Degree programmes and courses in diverse areas becoming a truly multi-disciplinary University. The University at present offers 49 Degree programmes out of which 20 are at
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Undergraduate and 14 are at the Postgraduate level, along with PhD in 15 disciplines i.e. Engineering (Computer Science, Civil, Electrical, Electronics & Communication, Mechanical and Petroleum), Computer Applications, Pharmacy, Physical Sciences, Management and Humanities. The University adopted the Choice Based Credit System (CBCS) in 2017-18. This system has pool of courses comprising of Core, Electives, Humanities, Sciences, Mathematics and Value added courses. In 2020-21, Fully Flexible Choice Based Credit System (FFCBCS) was introduced which gives more flexibility and choices to the students in choosing courses. This is in line with the NEP-2020. There are 11 course baskets comprising of Departmental Core, Electives, Open Electives, Sciences, Maths, Humanities, Skill based & Value added courses. The FFCBCS system further gives option to opt for minors in interdisciplinary domain which provides students an opportunity to learn beyond their major Degree Curriculum. Community engagement and service, and Environmental education are also offered as part of the curriculum. Under community engagement, events like health awareness camps, child education, women empowerment are conducted frequently. DIT University has adopted 5 nearby villages under “Unnat Bharat Abhiyan” scheme where these activities are conducted frequently. The NCC and NSS Cells of the University function to help down-trodden people as a part of its social responsibility. Architecture programme of the University has built such components in their curriculum where students work on live social projects, providing needed design interventions. To ensure the environmental awareness, the University offers a mandatory course on Environmental Science offered across all UG programmes. Also, the elective basket of FFCBCS includes courses such as Environmental Management & Sustainability, Health Safety and Environment in Industry to name a few. The Architecture programme offers courses like Climatology, Green buildings, Solid and Waste Management, Hill Architecture, Sustainable Architecture and Building Services (Water Supply and Sanitation) to address this issue. Some of the students also undertake projects on environment awareness issues such as smart dustbins, lawn sprinkler automation, bio-waste management, green

	<p>and sustainable energy, water and air pollution, settlement and built environment of the Himalayan region. The University promotes and facilitates multidisciplinary research that addresses social issues and challenges. Multiple centres of excellence have been established to facilitate research publications, projects, PhD guidance, and for organization of research promotional activities. IPR cell of University facilities researchers to patent inventions and design prototypes.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>Presently the University has registered with the Academic Bank of Credit (ABC). The idea of multiple-entry-multiple-exit policy of NEP is a laudatory step. However, the implementation of the same requires a detailed examination of the curriculum and rearranging the courses, introduction of new courses etc., so that certificates/diplomas/Degrees may be issued at different stages of a student's progression. A committee has been constituted at the University level, with representations from across all schools/departments to evaluate the scope of offering programmes under the MEME scheme/policy. There is a debate at the national level on the challenges of such a system, allowing mobility of a student between Institutions. DITU is closely following the developments and it is expected that we will be able to better organize the curriculum in the coming academic year, so that student mobility with credit transfers is possible.</p>
<p>3. Skill development:</p>	<p>Multiple professional programmes and a variety of vocational education courses are being offered to the students at DIT University. The offerings include Engineering, architecture, planning and design, computing, pharmacy, business administration, applied sciences, and humanities and liberal arts. A separate course basket named – Skill Enhancement Courses (SEC) has been articulated in the course-curriculum structure of programmes offerings in Engineering, Architecture, and Sciences to facilitate the students to be trained on specific industry needed skill sets. Many more industry-integrated programmes are being planned across the University's disciplines. The undergraduate programmes include mandated summer trainings and Industrial internships as a part of the curriculum to provide students with industry experience. Students</p>

are given opportunities to participate in in-house summer trainings, industrial tours, practice schools, entrepreneurship and start-up initiatives, technical trainings, value added trainings etc. to supplement their theoretical knowledge. Apart from the technical value added courses, in order to ensure personal and professional competency, various courses like personality development, positive psychology and living, human values and ethics, Indian constitution etc. are offered by the School of Liberal Arts and Management as value added trainings. Courses offered by Life Science Sector Skill Development Council (LSSSDC) have also been planned to be offered under the PCI framework, from the academic session 2022-23 onwards, to boost the skill development capability of the students enrolled in pharmacy programmes. Although many of the programmes offered at the University have vocational education embedded in them, in order to ensure its complete implementation in the spirit of NEP, the University intends to make one vocational course mandatory for all undergraduate programmes. The University has good number of faculty members with considerable industry background especially in professional programmes. To synchronize with the demands of modern technical world, University has taken viable steps to bridge the gap between the industry and academic learning, by delving into industrial collaborations, organization of expert lectures by industry professionals, sponsored research projects, hands on workshops, and other similar activities. In order to ensure industry experience for the students, and to develop and hone skills associated with their domains of knowledge, students are also given exposure to tools and techniques/hands on practice during summer training, internship, projects, labs and industrial tours. Modules on soft skills and courses in vocational education are offered through courses in Skill Enhancement basket of FFCBCS system. It includes courses on Entrepreneurship and Start-ups, Technical Trainings, MOOC Courses as well as domain specific skill based courses. In the year 2021-22, the University signed up with the Wadhawani foundation for offering both basic as well as advanced courses in the domain of entrepreneurship and start-ups to the UG students of some of its programmes.

<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The University also has blended its course-curriculum with appropriate integration of Indian knowledge system, Indian Ethos, Heritage Languages, culture and values. In FFCBCS system, courses on Literature, Language & Society are offered through Humanities and Liberal Arts basket. The Humanities and Architecture programmes also offer courses related to Indian Culture/heritage such as History of Architecture and Culture, Architectural conservation, Architectural Documentation, Art Appreciation, Vastu, Vernacular Architecture, Text & Performance, Travel Writing, Indian Philosophy, Education and Social change, Indian Culture & Tradition to name a few. The University has recently entered into a collaboration with Coursera, and has access to the NPTEL and other such platforms, which provides students an opportunity to study on-line courses across the width and depth of the Indian Knowledge System.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>The University has adopted Outcome Based Education (OBE) system in the year 2017 and has been judiciously following it since that time. Under the OBE, all schools and departments have prepared detailed CO's for all courses of CBCS & FFCBCS systems. PSO's, PO's & PEO's have also been articulated in line with Vision & Mission of the University and attainment calculations for each of the course outcomes and respective programme and programme specific outcomes are in place. In 2019, the University added a software "IonCudos" for a computation of the attainment/assessment of CO's & PO's. All faculty members were trained on the software by conducting number of workshops & training programmes. At the end of every semester, course feedback is collected from students through a well-designed feedback form, which is readily available on this software platform. Feedback from all other stake holders such as Alumni, Recruiting Industries, Parents and Teachers are also incorporated in the software and Course & Programme Outcomes are computed. After analysis of the data so obtained, the office of the Dean Academics shares the salient outcomes with all faculty members to make necessary updations in the course content and in other domains of action. Also, the target attainment of the outcomes is reviewed after the result cycles get closed. Summarily, it can be said that the University</p>

	<p>follows a 360 Degrees approach in OBE. The process also helps identify the slow and advanced learners, in addition to obtaining information on the delivery and assessment effectiveness of each course. The present ERP system 'Academia' has inbuilt provision of capturing relevant information on OBE with regards to the design, delivery and assessment of the course-curriculum.</p>
<p>6. Distance education/online education:</p>	<p>The University has developed a reasonably good capability for online teaching and learning and has received the Q-Gauge Diamond Rating Award for Online Learning during COVID-19. The University has a Teaching-learning centre (TLC) which organizes different training programmes on online teaching-learning, development of MooC courses, Online teaching tools for synchronous & asynchronous delivery, from time to time. The University uses licensed versions of the Microsoft Teams for online teaching. The faculty members have developed e-contents, recorded lectures, virtual labs contents and recorded video of Lab based experiments. During COVID-19, DITU Library provided excellent online learning support to the students as well as the teachers. The University has a reasonably good facility to develop E-content which is used by faculty members across various schools. The Central Library of the University has initiated the SMS Alert Service for its users for sending SMS and confirmation mail for every transaction. It has also adopted newer web-centric version of library management software Libsys, a fully automated Library Management Software. In addition, 40 Apple and HP PCs have been upgraded and installed for utilizing the library e-resources. An institutional digital repository, using open-source software called D-Space, has also been installed for developing an electronic database on thesis, dissertations, and faculty publications. All thesis/dissertations have been uploaded on D-space and Shodhganga. Also the plagiarism checking service like Turnitin is available for use of faculty members and students. DITU Library has coordinated with the leading publishers to open their e-resource for the students and faculty members. All leading publishers including TMH/Wiley/ Pearson/CBS/ etc. have provided their e-resources to the students. 300+ WAPs have been installed in the Campus to set up Wi-Fi zones in all</p>

important places and departments in the University. All the users in the University are authenticated through Cyberoam Firewall. Wi-Fi facility in entire campus & Hostels, has the latest technology & standard i.e., 802.11n, required for providing efficient internet services, with 140 Mbps internet bandwidth. Over 1400 Computers including 30 Macs and 50 high-end workstations are available for use by UG, PG as well as Ph D students. License Software's under Microsoft Campus Agreement are available for use on the DITU network.. The University, in addition to procuring Coursera for Campus, also undertook the National Programme on Technology Enhanced Learning (NPTEL), a Government of India initiative, to reach out to students and faculty by providing them access to standard technical contents and online certifications. The University has established a local coordination committee in order to supplement their courses in various disciplines of engineering & science, management and humanities. A large number of students and faculty are availing access to quality content from the same.

Extended Profile

1 Program

1.1

Number of programs offered year-wise for last five years

2021-22	2020-21	2019-20	2018-19	2017-18
49	43	47	47	42
File Description		Document		
Institutional data in prescribed format		View Document		

1.2

Number of departments offering academic programmes

Response: 12

2 Students

2.1

Number of students year-wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4911	4806	5119	5356	5669
File Description		Document		
Institutional data in prescribed format		View Document		

2.2

Number of outgoing / final year students year-wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1333	1355	1338	1413	1464
File Description		Document		
Institutional data in prescribed format		View Document		

2.3**Number of students appeared in the University examination year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4821	4691	5009	5252	5598
File Description		Document		
Institutional data in prescribed format		View Document		

2.4**Number of revaluation applications year-wise during the last 5 years**

2021-22	2020-21	2019-20	2018-19	2017-18
42	26	21	31	42

3 Teachers**3.1****Number of courses in all programs year-wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
1377	1288	1146	911	742
File Description		Document		
Institutional data in prescribed format		View Document		

3.2**Number of full time teachers year-wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
253	253	257	268	283
File Description		Document		
Institutional data in prescribed format		View Document		

3.3

Number of sanctioned posts year-wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
261	261	261	268	283
File Description		Document		
Institutional data in prescribed format		View Document		

4 Institution**4.1****Number of eligible applications received for admissions to all the programs year-wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
14936	14847	14756	14327	16136
File Description		Document		
Institutional data in prescribed format		View Document		

4.2**Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
624	563	596	583	615
File Description		Document		
Institutional data in prescribed format		View Document		

4.3**Total number of classrooms and seminar halls****Response: 129****4.4****Total number of computers in the campus for academic purpose****Response: 1449**

4.5

Total Expenditure excluding salary year-wise during last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
5488.67	5389.40	5461.32	4862.81	4588.26

NAAC

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

1.1.1 Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which is reflected in Programme outcomes (POs), Programme Specific Outcomes(PSOs) and Course Outcomes(COs) of the Programmes offered by the Institution.

Response:

The Curriculum of DIT University is continuously evolving, it is innovative & dynamic and cater to the needs of the society at large. The structure, content and the teaching pedagogies of the courses are designed through a structured and rigorous process. Each School/Department has a Board of Studies (BoS) that has members from other related departments, external resource experts from Academia, Industry and R&D Institutions. Based on the feedback received from different stakeholders, the department initiates modifications in the course through the BoS. Further, the BoS reviews the syllabi/curricula of all the courses offered by the department at least once in a year and recommends modifications as needed. These recommendations are scrutinized by the UG/PG Academic Committee which forwards the same to the Academic Council with recommendations. The Academic council has academicians from other reputed HE Institutions, and persons of eminence from Industry / R&D organizations at national level. The Academic Council is the principal academic body responsible for maintaining standards of teaching, and approving of curricula.

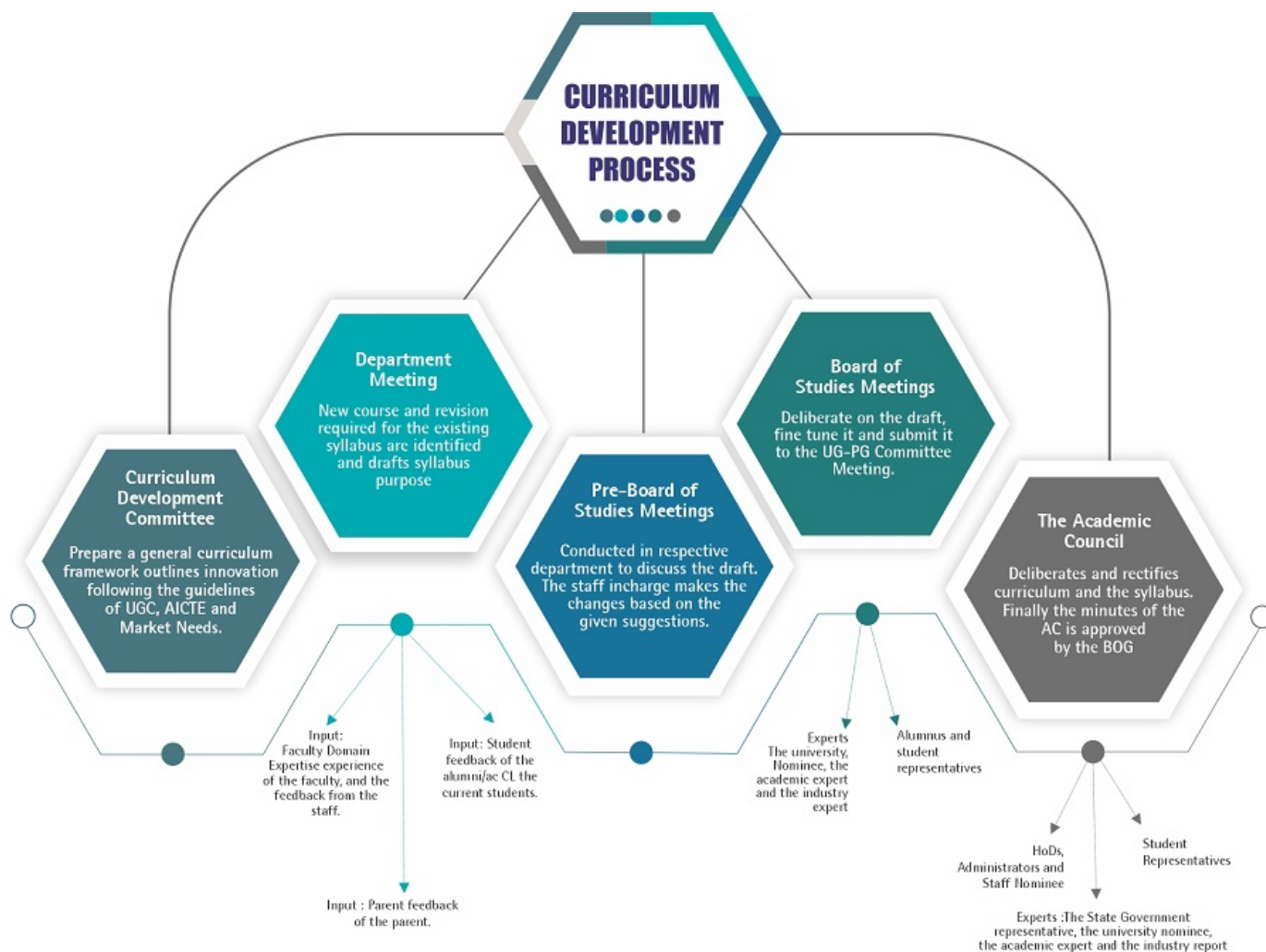
The courses offered by DITU are innovative, regularly updated and flexible in its offering to students, providing both breadth and depth in the chosen area. Students are encouraged to take electives from other disciplines, so that an interdisciplinary exposure is achieved. Apart from Electives, there is a provision for the departments to offer minors for students from other disciplines.

Some of the industry collaborative specialized programmes viz. Artificial Intelligence & Data Science, Big Data & Analytics, Cyber Security and Forensics, Internet of Things, Machine Learning, Business Analytics, etc. are specific examples of accomplishing knowledge enhancement & creation of trained manpower at national and global level. The syllabi are devised in collaboration with industry partners like IBM, Oracle, IMAGINXP, and others.

Few of the practices which University follows to meet the local, national and global needs of the industry and society at large are summarized as under:

- Providing soft skills-cum-value added training for enhancing the employability through a well-established and effective Career Development Centre (CDC).
- Access to digital learning resources through Microsoft Teams, Knimbus and online courses on NPTEL, and Coursera.
- Various foreign language courses like French, Spanish and German.
- Faculty development programs on use of technology in teaching pedagogy, Effective Classroom Management etc. through the Teaching and Learning Center (TLC).
- Developing scientific temper and specific skills among students by involving them in research, patenting, and publications through internship/projects/research thesis.

- Community-oriented, trade related projects with relevant applications for development of the Society.
- Providing on-the-job training/internship inter-linked with local/national industries.
- More than 30 student clubs and associations to support extra-curricular interests and enhance the physical and mental well-being of the students.
- Extending Services to adopted villages, through NSS unit of the University and as a part of the CSR initiative of the University.
- The National Cadet Corps (NCC) – attached to the 11 UK Girls Bn and 29 UK Boys Bn. Cadets qualify in the NCC-B Certificate exam, and participate in annual training camps and in activities such as 'Ek Bharat Shresth Bharat'.



File Description	Document
Link for Additional information	View Document

1.1.2 Percentage of Programmes where syllabus revision was carried out during the last five years.

Response: 100

1.1.2.1 How many Programmes were revised out of total number of Programmes offered during the last five years

Response: 49

1.1.2.2 Number of all Programmes offered by the institution during the last five years.

Response: 49

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Institutional data in prescribed format	View Document
Details of Programme syllabus revision in last 5 years	View Document
Any additional information	View Document
Link for additional information	View Document

1.1.3 Average percentage of courses having focus on employability/ entrepreneurship/ skill development offered by the institution during the last five years

Response: 95.67

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

2021-22	2020-21	2019-20	2018-19	2017-18
1286	1222	1089	866	742

File Description	Document
Programme/ Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.2 Academic Flexibility

1.2.1 Percentage of new courses introduced of the total number of courses across all programs offered during the last five years.**Response:** 52.78**1.2.1.1 How many new courses were introduced within the last five years.**

Response: 1273

1.2.1.2 Number of courses offered by the institution across all programmes during the last five years.

Response: 2412

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.2.2 Percentage of Programmes in which Choice Based Credit System (CBCS) / elective course system has been implemented (Data for the latest completed academic year).**Response:** 100**1.2.2.1 Number of Programmes in which CBCS / Elective course system implemented.**

Response: 49

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.3 Curriculum Enrichment**1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics ,Gender, Human Values ,Environment and Sustainability into the Curriculum****Response:**

The University course offerings to students include courses that enhance professional competencies and aim to integrate cross-cutting issues like social & ethical values, human values, environment sensitivity/sustainability and awareness about Indian constitution, history etc.

At DIT University, gender sensitivity and gender sensitization are built into the ethos and values of its functioning at all levels. It is accomplished through amalgamation of theoretical offerings and on ground activities like organization of International Women's Day, NCC Camps (11th UK Girl's Battalion), felicitating Women leaders etc. Gender sensitization and related courses are included into the curriculum of Degree programs and are offered to students as open/domain electives. Such courses include:

- Youth Gender and Identity
- Contemporary India: Women & Empowerment.

Apart from the above, University organizes seminars, guest lectures, workshops etc. on gender equity and sensitization, thereby spreading awareness about gender issues amongst the DITU community. Equal opportunities are provided to both boys and girls to participate in extra and co-curricular activities. Cultural programmes emphasizing significance of women and their immense contribution in societal development are organized by the University on various national/local occasions.

In line with the Indian government initiative of "*Beti Padhao, Beti Bachao Yojana*", the University promotes girl child education by providing special financial assistance to girl students by way of scholarships.

DIT University, located at the Mussoorie foothills, is a environment-friendly green campus. The students and staff at DITU are actively involved in activities pertaining to environmental related issues and sustainability. The University has set up a center of excellence in 'Land, Air and Water' to carryout research and projects in the area. The taught courses in the area of Environmental and Disaster Management, Sustainable Development, Air and Water Pollution etc. sensitize students about Environmental Impact Assessment procedures, Legislative Acts, life cycle assessment, natural & man-made disasters, and technological solutions for disaster mitigation. The University celebrates World Environment Day, organizes Youth Rallies, tree-plantation drives, participation in cleanliness drives as a part of "Swachh Bharath Abhiyan", etc. as outreach activities to sensitize the students regarding environment and sustainability. Other initiatives by DITU include rainwater harvesting, use of renewable sources of energy and bio-degradable products, banning of plastic use etc.

To emphasize the importance of ethics in personal and professional life, following specific courses are incorporated in the curriculum

- Human Values and Ethics
- Education & Social Changes
- Research & Publication Ethics
- Environmental Management & Sustainability

To further inculcate the ethos of being humble and humane in the dealings, the University celebrates following important events/days through seminars, webinars, symposium, exhibitions etc.:

- World AIDS Day
- Drug & Alcohol Awareness Programs
- Road Safety Programs
- World Book Day
- Blood donation camps, NSS & NCC activities
- Residential Youth Camps

- International Yoga Day
- Week for Holistic Welfare of Children with Disabilities
- International Day of Persons with Disabilities.

In addition to the above, the University also observes all national festivals, days of national importance, and birth and death anniversaries of great Indian personalities.



File Description	Document
Upload the list and description of the courses which address the Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum	View Document

1.3.2 Number of value-added courses for imparting transferable and life skills offered during last five years.

Response: 59

1.3.2.1 How many new value-added courses are added within the last five years.

Response: 59

File Description	Document
Institutional data in prescribed format	View Document
Brochure or any other document relating to value added courses	View Document
Any additional information	View Document

1.3.3 Average Percentage of students enrolled in the courses under 1.3.2 above.

Response: 98.39

1.3.3.1 Number of students enrolled in value-added courses imparting transferable and life skills offered year-wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
5637	5968	5457	4010	4055

1.3.4 Percentage of students undertaking field projects / research projects / internships (Data for the latest completed academic year).

Response: 63.88

1.3.4.1 Number of students undertaking field projects or research projects or internships.

Response: 3137

File Description	Document
List of Programmes and number of students undertaking field projects research projects/ / internships (Data Template)	View Document
Any additional information	View Document
Link for additional information	View Document

1.4 Feedback System

<p>1.4.1 Structured feedback for design and review of syllabus – semester-wise / year-wise is received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni</p> <p>Response: A. All 4 of the above</p>	
File Description	Document
URL for stakeholder feedback report	View Document
Institutional data in prescribed format	View Document
Action taken report of the University on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View Document

<p>1.4.2 Feedback processes of the institution may be classified as follows:</p> <p>Response: A. Feedback collected, analysed and action taken and feedback available on website</p>	
File Description	Document
URL for feedback report	View Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Demand Ratio (Average of last five years)

Response: 10.07

2.1.1.1 Number of seats available year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1560	1407	1489	1458	1538

File Description

Document

Demand Ratio (Average of Last five years) based on Data Template upload the document

[View Document](#)

• Any additional information

[View Document](#)

2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc.) as per applicable reservation policy during the last five years (Excluding Supernumerary Seats)

Response: 80.97

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
421	402	493	527	571

File Description

Document

Average percentage of seats filled against seats reserved (Data Template)

[View Document](#)

Any additional information

[View Document](#)

2.2 Catering to Student Diversity

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

Response:

DIT University is committed to providing student-centric quality education. It endeavors to enhance skills and foster innovation by making conscious efforts to identify gaps in student skills and knowledge. For this, the University assesses the students' learning levels through a continuous assessment process. The main purpose is to identify the extent of students' learning levels in terms of knowledge & skills and their preparedness for future job roles. Further, it helps them identify gaps between the academic learning and industry needs.

Assessment of the student's performance is usually done at two different levels-department, and University. The purpose is to first segregate the slow and advanced learners, and next identify the knowledge and skill gap for future industry job roles. This is done through training need analysis based on the standard employability tests conducted with the help of external agencies.

At the first level, the faculty mentors and the respective Heads of the Departments regularly review the academic progress and identify advanced and slow learners. Further the students are counselled, and their academic performance is duly monitored. Special measures are taken to support advanced and slow learners.

Slow Learners - Adequate Support is provided to slow learners to overcome academic difficulties by:

- Organizing remedial classes during the semester.
- Giving practice assignments.
- Through guided self-study courses.
- Providing additional reading material to improve basic understanding of the subjects.
- Engaging in social activities and class/department and university level activities to develop social skills.

Advanced learners - For channelizing and grooming the potential of the fast or advanced learners, the following are ensured:

- Given additional/challenging assignments/ project work.
- Encourage to participate in various symposiums like quizzes, poster/oral presentations, conferences, inter-institution competitions, hackathons, etc.
- Active involvement in entrepreneurial and start-up initiatives through the Centre for Innovation, Incubation, Entrepreneurship and Start-up.

At the second level, the University has partnered with established brands such as AMCAT, CO-CUBES, and E-LITMUS. These partners carry out employability tests to evaluate students' professional, technical and aptitude levels that are essential for their employability. Students get to know the relevant gaps and are counselled to work on weak areas by attending specially designed training programs offered by the University's Career Development Cell.

Apart from the academic curriculum, the University organizes programs to support advanced and slow learners:

- **Skill Development Courses:** The University offers various skill development programs to support students' personal and professional development through a bouquet of specially designed courses.

- **Value Added Courses:** Domain specific value-added training is also provided to the students for their technical skill development.
- **Employment Enhancement Program:** The University offers this program to the final year students of different disciplines to strengthen their soft skills.
- **Career Development Program:** With a vision to mentor young students in life-long learning, through cognitive-approach and optimizing-potential, career enhancement programs are offered through the Career Development Cell (CDC). The interested students are also provided guidance to prepare for competitive exams like CAT/GATE/UPSC/Defense/Banking/GPAT.
- **Training & Development Program** - This program is designed to ensure that the student is industry ready.

LEARNING MANAGEMENT FOR ADVANCED & SLOW LEARNERS

ASSESSMENT OF LEARNING LEVELS AFTER ADMISSION

- Continuous Assessments Process at department level – To identify Slow and Advanced Learners.
- University Level – To identify gaps in terms of preparedness for future job roles.

1

SPECIAL PROGRAM FOR SLOW LEARNERS

- Organizing remedial classes.
- Giving practice assignments.
- Guided self-study courses.
- Providing additional reading material
- Engaging in social activities and class/department and university.

2

SPECIAL PROGRAMS FOR ADVANCE LEARNERS

- Additional/challenging assignments/ project work.
- Encourage to participate in various symposiums like quizzes, poster/oral presentations, conferences, inter-institution competitions etc.
- Active involvement in entrepreneurial and start-up initiatives through CIIES.

3

OTHER DEVELOPMENT AND GROWTH PROGRAMS TO SUPPORT SLOW AND ADVANCED LEARNERS

- Skill Development Courses.
- Value Added Courses for enhancing technical efficiency.
- Employment Enhancement Program focusing soft skills.
- Career Development Programs for entry into higher education and competitive exams.
- Training Et Development Program for making students industry ready.

4

File Description	Document
Upload Any additional information	View Document
Paste link for additional information	View Document

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

Response: 19:1

File Description	Document
Any additional information	View Document

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

Response:

The academic philosophy of DIT University is student centric. Various methods of experiential and participatory learning are imbibed in its ordinance itself to enhance students' performance utilizing their strength and working on their weaknesses. There is a policy for the Slow and Advanced Learners at University level wherein departments practice to identify the strength and weaknesses of students through their academic performance and take appropriate actions for improvement of their performance. The course curriculum and teaching pedagogy of different schools have been framed to take account of student centric learning methods and are practiced as outlined below.

Experiential Learning through:

- Summer Training in relevant industries
- One full semester Industrial Internship
- Academic Projects
- Laboratory sessions
- Instrumentation center for advanced experiments
- Community outreach programmes
- Educational field and industry visits
- Entrepreneurships and startups
- Drama fests and role plays in language classes

Participative Learning

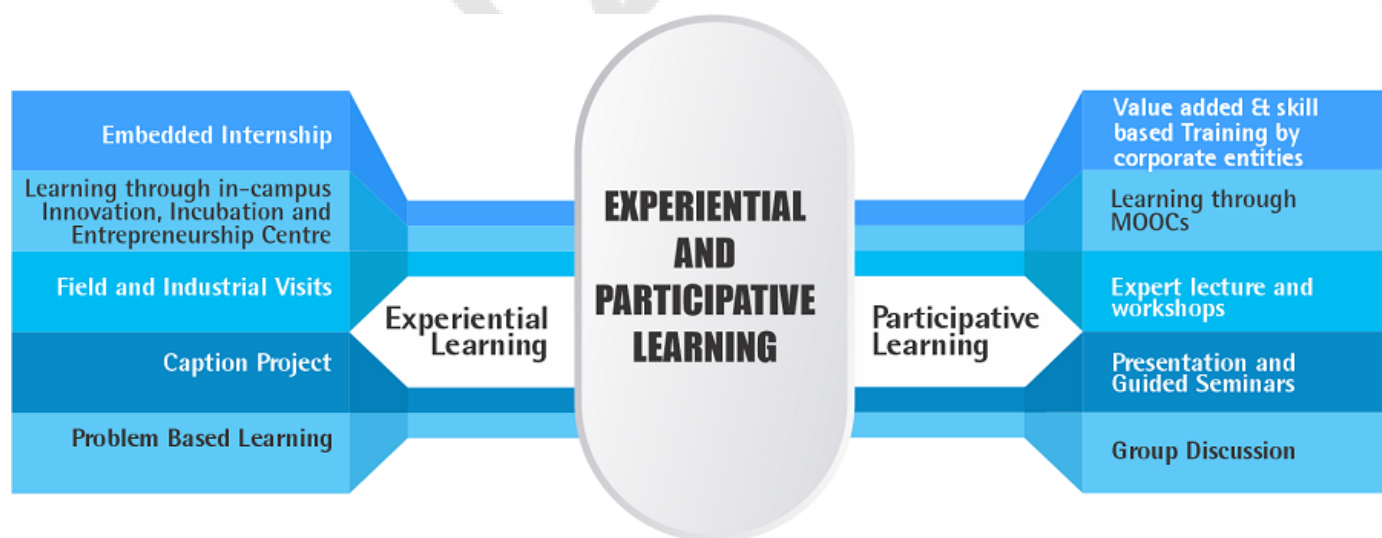
- Training by corporate entities and prospective recruiters
- MOOC courses
- Expert lectures and workshops
- Presentations and guided seminars
- Group discussions
- Peer-learning circles of fast learners assisting slow learners
- Guided library work
- Webinars
- Video conferencing
- Project and problem based learning
- Case studies
- Soft-skills programme
- Developing models

The University gives prime importance to holistic development of students beyond classroom through co-curricular, extra-curricular, activity based and field based activities. To pursue the interest in their area of specialization, student clubs & committees are functional such as:

- Technology-based clubs and societies - 12

- Literary clubs and societies - 05
- Music and Culture Clubs - 04
- Mental Health and wellbeing - 04
- Environment and Nature clubs - 02
- Automotive and Mechatronics club - 02
- University magazines (Editorial Board) - 04
- Media and Photography clubs - 02

1. National level sports meet 'SPHURTI' is organized annually. Students participate in sports competitions to exhibit talent in variety of games to foster spirit of togetherness and leadership.
2. National level technical fest 'YOUTHOPIA' is organized annually. Students' from different parts of the country participate in the various events during the fest.
3. Students are encouraged to participate in inter-University competitions, technical competitions, sports competitions, corporate competitions.
4. Outdoor Activities Based Courses are offered to develop human values and leadership qualities through NSS and NCC unit of the University.
5. Human Values Celebration during the year - Students organize activities like blood donation camp visit to old age homes, orphanages etc. to inculcate values, ethics and social responsibilities.
6. Imbibe University Graduate Attributes which focus on discipline knowledge, IT literacy, Entrepreneurial abilities, Research & Enquiry, values & ethics, sense of responsibility & discipline, understanding of socio-economic environment and effective communication.
7. Guest lecture, seminars, conferences, industry visits and many such activities are organized to enhance students' learning experience by providing industry orientation.



File Description	Document
Upload any additional information	View Document
Link for Additional Information	View Document

2.3.2 Teachers use ICT enabled tools including online resources for effective teaching and learning process.

Response:

DIT University has always been at the forefront of facilitating use of latest technology for the purpose of effective teaching-learning. Whether the students are on-campus or off-campus, technology helps them avail all the learning that is designed for them. The University invests in different kinds of technological tools and gadgets that make teaching learning more inclusive, accessible and interesting. In May 2020, DIT University became the only University in Uttarakhand and amongst top 12 institutions in India to be awarded QS I-Gauge certification for preparedness to carry our online teaching-learning and assessments, during the beginning phase of COVID-19.

Specifically, DIT University subscribes to a variety of technological solutions and tools such as Microsoft Teams (MS Teams), ICT enabled classrooms, Smart Boards, Digital Pads, Knimbus Software, to support teaching and learning.

Microsoft Teams is University's official platform for carrying out online classes and managing all types of online assessments such as creating quizzes, assignments, lab projects, mini projects, project/case presentations etc. In addition, the mid-term & end-term examinations are conducted on this platform, whenever the offline conduct of examinations is not possible. The platform also allows a faculty member to create online videos lectures which students can access whenever they wish to refer to an already delivered lecture.

In addition to above, all classrooms in the university are ICT enabled i.e. every classroom has a projector and a screen which can be connected to laptops provided to most of the faculty members. The classrooms too have the facility to take class lectures in a blended mode i.e. the teacher may give the option to students to either physically attend the classes or attend the class online. More recently, the University has installed Smartboard enabled technology in a few classrooms. This helps the teacher to teach advanced topics that may need dynamic presentations.

To provide readily available access to resources to students, the University library has partnered with KNIMBUS. This software enables all faculty members and students to access books, journals, papers, and other digital resources through online mode inside as well from outside the campus. A faculty member can use these resources inside the classroom to make learning more effective. To facilitate flipped mode of teaching, the faculty members can share the relevant information in the form of articles, book chapters, research papers etc. with the students before their coming to class, to facilitate a discussion as a part of the teaching-learning pedagogy.

Further, students and faculty use other online means such as pre-recorded lectures of an instructor uploaded on the University website and ERP, their personal YouTube Channel and other MOOC platforms. This year, the University has signed an agreement with Coursera for providing customized advanced subject offerings to the students, to facilitate and augment their classroom learnings. This is being implemented in the School of Computing for the 3rd year and 4th year students where a planned, curated set of courses on Coursera are used to enrich the courses being offered by the School.

File Description	Document
Upload any additional information	View Document
Provide link for webpage describing the " LMS/ Academic management system"	View Document

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

Response: 19:1

2.3.3.1 Number of mentors

Response: 253

File Description	Document
Upload year wise, number of students enrolled and full time teachers on roll.	View Document
mentor/mentee ratio	View Document
Circulars pertaining to assigning mentors to mentees	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 98.47

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document
List of the faculty members authenticated by the Head of HEI	View Document
Any additional information	View Document

2.4.2 Average percentage of full time teachers with Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.Sc./D'Lit. year-wise during the last five years

Response: 51.07

2.4.2.1 Number of full time teachers with *Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt.* year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
190	139	121	115	100

File Description	Document
List of number of full time teachers with Ph D/D M/M Ch/D N B Superspeciality/DSc/D Lit and number of full time teachers for 5 years	View Document
Any additional information	View Document

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

Response: 0.02

2.4.3.1 Total experience of full-time teachers

Response: 4.67

File Description	Document
List of Teachers including their PAN, designation, dept and experience details	View Document
Any additional information	View Document

2.4.4 Average percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government/Govt. recognised bodies during the last five years

Response: 73.44

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government/Govt. recognized bodies year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
92	29	64	5	3

File Description	Document
Institutional data in prescribed format	View Document
e-copies of award letters (scanned or soft copy)	View Document

2.5 Evaluation Process and Reforms

2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

Response: 11.2

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

2021-22	2020-21	2019-20	2018-19	2017-18
12	11	7	12	14

File Description	Document
List of Programmes and date of last semester and date of declaration of results	View Document
Any additional information	View Document

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Response: 0.68

2.5.2.1 Number of complaints/grievances about evaluation year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
52	26	21	31	42

File Description	Document
Number of complaints and total number of students appeared year wise	View Document
Any additional information	View Document

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

Response:

DIT University follows a continuous evaluation system with multiple assessments which are conducted in each semester/trimester as per the pre-fixed academic calendar. The office of the Controller of Examinations is adequately equipped to conduct the entire examination process diligently and effectively using technology, right from conduct of examinations to declaration of the results. Various reforms have been undertaken that have made a positive impact on examination system.

Exam Components: To ensure adequate academic rigor in the teaching learning process, the following examination components are included to complete the overall assessment of students in a course, as a part of the continuous evaluation system:

- Open Book Exam
- Assignment
- Quizzes
- Continuous Lab Assessment
- Project
- Mid-term (Theory / Lab)
- End-term (Theory / Lab)

Exam Reforms and their Positive Impact: The University, over the last few years, has introduced many reforms in the Examination System to fulfil the objective of effective management of the assessments.

The following reforms and their positive impact are described as follows:

Publishing of Examination Calendar before commencement of the session

- **Impact:** The pre-fixed examination schedule and the date of result declaration helps in preparation for examinations well in advance.

Centralized Publishing of Examination Schedule:

- **Impact:** This has reduced the clashing/overlapping of the examination dates of the common courses and open electives taken by students of different streams.

Integration of IT in the Examination System. All the processes of the examination section, including internal evaluation marks, attendance etc. are fully automated through the University ERP-ACADEMIA, which can be accessed by every student using person specific login ID's. While the course specific details are available to the course Instructor, the Head of the Department has access to the performance of all the students of the department in all the courses offered by the department. This allows the HoDs and the Deans to closely monitor the overall performance of students and identify groups of students in terms of their academic achievements. This helps to identify students who need greater monitoring and counselling. Further, detailed analysis of the results are done by the Board of Examination, which recommends remedial measures to improve the overall examination conduct and evaluations.

Impact:

- The registration of courses for examination is done on the ACADEMIA portal, where students

book all their subjects online.

- The attendance of students is being updated on ACADEMIA portal.
- The roll list for regular students, back papers, for preparing attendance sheets, seating plan is generated through ACADEMIA portal.
- Continuous assessment marks are updated on ACADEMIA for access by students.
- Marks entry in ACADEMIA portal by the subject coordinator/faculty member.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

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

Response: 100% automation of entire division & implementation of Examination Management System (EMS)

File Description	Document
Current manual of examination automation system and Annual reports of examination including the present status of automation	View Document
Current Manual of examination automation system	View Document
Any additional information	View Document
Annual reports of examination including the present status of automation	View Document

2.6 Student Performance and Learning Outcomes

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

Response:

Program Outcomes (POs), Program Specific Outcomes (PSOs) and Course Outcomes (COs) for all the programs/courses being offered by DITU were framed after adoption of the CBCS scheme in 2017-18. The process of designing the outcomes was carried out in consultation with all its stakeholders - students, faculty, alumni, and industries. These attributes are central to the implementation of the Outcome-Based Education (OBE) system, adopted by almost all the premier institutions of higher learning as a practice. In DITU, as well, programs and their respective outcomes have been designed in a way that the Program Educational Objectives (PEOs) are met at the completion of the program. The intent behind induction of POs, PSOs and COs in course delivery system is not only to prepare the students to meet the expectation of

the society and industry at large, but also to be life-long learners.

The learning outcomes are clearly stated using Bloom's Taxonomy for all the academic programs and courses of the University. They have been designed keeping in view the core-values, the vision and mission of the University. While defining the learning outcomes, following has been taken care of:

- Learning outcomes are measurable and are stated using active verbs as per the Bloom's taxonomy.
- Declarative sentences clearly describe the knowledge, skills, and competencies that students are expected to acquire.
- Resources (faculty, library, labs, technology etc.) and pedagogy to be adopted for effective course delivery and student learning.
- The outcomes are assessable to identify the extent to which goals are accomplished.
- Assessment methodology/tools are decided keeping in mind the parameters/learning outcomes to be measured, and the desired emphasis during the delivery of a programme as prescribed in the course curriculum.
- The outcome assessment plan specifies the performance targets/criteria (measurable objectives) to determine the extent to which the programme learning outcomes have been achieved.
- Student learning-outcome assessment done by using both direct and indirect measurement tools.
- Gaps identified after the analysis are addressed through a properly laid out action plan.

In the delivery process every faculty is mandated to ensure that the COs are covered effectively. At the end of the semester, student feedback on COs of every delivered course is taken through a centrally monitored mechanism, which is then used to compute the PO-CO attainment. This acts as a key input for finalizing/revitalizing the course curriculum or for establishing the need to introduce new programs.

POs, PSOs and COs have been displayed on the University website and at prominent locations in the departments. Faculty members are regularly trained through workshop& discussions at the departmental level. Before the beginning of a new semester, every faculty member makes a presentation on teaching-learning pedagogy, the lesson plan, and on how the desired POs, PSOs and COs are to be achieved in the course. These attributes of teaching learning process have been made a mandatory part of the course file of each faculty as well.

File Description	Document
Upload COs for all courses (exemplars from Glossary)	View Document
Paste link for Additional Information	View Document

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

Response:

DIT University has a systematic process of assessment and evaluating the attainment of program outcomes (POs), program specific outcomes (PSOs) and course learning outcomes (COs) and uses it to strengthen

the teaching learning process. The assessment takes place at following levels:

The Course-level Assessment

Course level assessment includes both the direct as well as indirect method for the evaluating the CO attainments. Direct method includes evaluation which is based upon the students' performance in continual assessment components of each course, with weightage from 50%-60% depending upon course objectives and type, learning outcomes and pedagogy. Various components such as Assignments, Class-tests, Quizzes, Laboratory evaluation, Mid-Term examination form a part of the continual assessment scheme. The End-term examination's weightage varies between 40%-50% depending upon the course types. Indirect method of CO attainment includes the measurement of the course attainment through the course exit survey conducted at the end of the semester/trimester/annual program. The same is reflected in the academic and examination ordinance of the University.

The Program level assessment:

Assessment of Program Outcomes (POs) and Program Specific Outcomes (PSOs) is done through both direct and indirect methods. Tools like comprehensive examination, rubrics, surveys etc. are used as a part of the assessment methodology. They are pre-decided for each program keeping in mind the parameters/learning outcomes to be measured and the desired emphasis during the delivery of a program as prescribed in the course curriculum. The following surveys provide indirect assessment method for computing the PO and PSO Attainment.

- Employer Survey
- Alumni Survey

The outcomes are systematically analyzed at the department level and university level for necessary improvements in the courses. The Program outcomes, Program specific outcomes and CO attainments are analyzed first at the department level by the Head of the department and the Departmental Academic affairs committee. This is then forwarded to the Dean, Academic Affairs, who consolidates at the university level. The results are then presented to the Academic Council which, after deliberations, takes decisions on any further improvements required.

In addition to the above, the detailed discussion on Program Outcomes Attainment takes place in IQAC meetings. The direct component of Program Outcome Attainment has been presented for various programs in 15th meeting of IQAC held on 22nd May 2022. The Outcome attainment were found to be largely satisfactory.

The process ensures the understanding of educational and operational objectives and ensures that these outcomes enhance the program effectiveness and the continuous improvement of student learning. Based on the analysis of the attainment level achieved, efforts are made to set higher targets for the ensuing years.

File Description	Document
Paste link for Additional Information	View Document

2.6.3 Pass Percentage of students(Data for the latest completed academic year)**Response:** 90.85

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 1211

2.6.3.2 **Total number of final year students who appeared for the examination conducted by the Institution.**

Response: 1333

File Description	Document
Upload list of Programmes and number of students passed and appeared in the final year examination	View Document
Upload any additional information	View Document
Paste link for the annual report	View Document
Link fo any additional information	View Document

2.7 Student Satisfaction Survey**2.7.1 Online student satisfaction survey regarding teaching learning process****Response:**

File Description	Document
Upload database of all currently enrolled students	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

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

Response:

The institution's research facilities are distributed across various schools and departments. Apart from these, there are six Centers of Excellence (CoE) equipped with advanced research facilities spanning areas like Internet of things, Artificial Intelligence and Robotics, Industrial Automation and Robotics, Advanced Functional Smart-Materials lab; Land, Air & Water (environmental sustainability), and Materials and Nano-engineering Research. The UG, PG and PhD students working on projects and research topics are provided access to the facilities of the Centers of Excellence. The utilization of the research resources is reflected in many outcomes such as high-quality publications, authored or edited books, intellectual property rights, collaborations, memoranda of understanding, national and international level seminars & conferences etc.

The University gives strong emphasis on growth of research performance among the faculty and students. A well-defined policy for promotion of research and innovation at DITU is in place and is prominently displayed on the University's website.

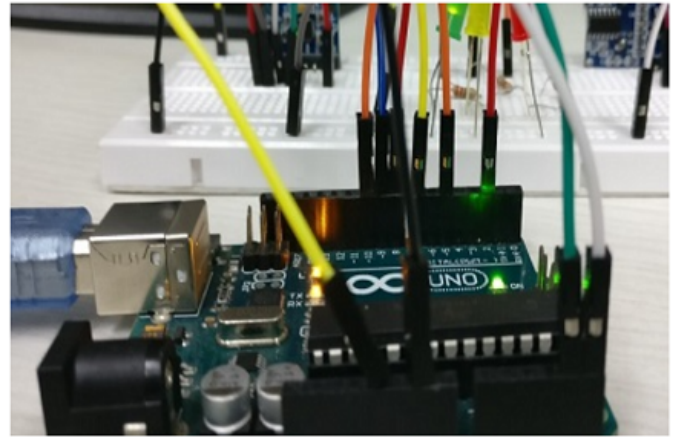
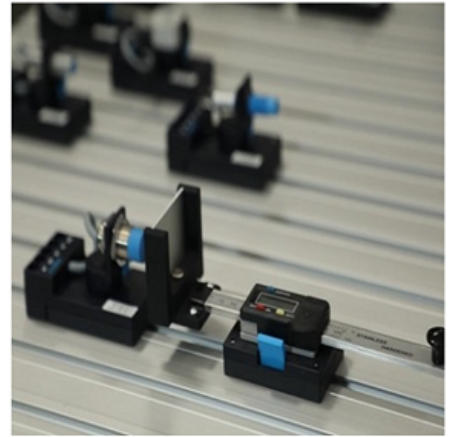
During the last 5 years, the University has progressively increased the investment in research facilities. Research outcome in terms of quality & quantity is continually monitored and additional steps are taken to increase the performance. As a part of the continuous research initiatives, in the last year itself, an amount of more than Rs.50 lakhs was allocated to Seed-grant projects, from the University budget.

During the Academic Year 2021-22, DITU faculty organized 34 workshops, published on an average 1.5 research papers, authored 57 books/book chapters in edited volumes, filed/published 48 patents, executed significant number of collaborative activities, and inked memoranda of understanding with leading industrial and academic institutions. DITU has graduated 51 PhDs during the last five years and there are 173 research scholars currently pursuing doctoral research. The University provides stipends to meritorious PhD students through Teaching Assistantships. DITU has continuously been improving its research profile on Web of Science and SCOPUS, with 814 and 1123 research papers respectively, including publications in reputed journals of IEEE, Elsevier, Taylor & Francis, etc. These publications have generated more than 6000 citations on the Web of Science alone and sustain an average growth of 450+ citations per year. Due to our strategic pivoting, faculty empowerment, and resource upgrades, the trend continues to amplify each year.

Extramural research grants play a significant role in regularly updating our research capabilities. Faculty Members are encouraged to submit project proposals to Government agencies and Industries. The University has five ongoing projects with a total grant of Rs.38.98 lakhs.

DITU incentivizes multidisciplinary, mission-oriented, ethical research as a regular activity. DITU believes in empowering a strong faculty-student collaboration so that the future research workforce is nurtured to serve the nation. Faculty members are encouraged and adequately supported to interact with external peers and present research on national/international platforms.

An indigenous data-management system, Academic Excellence Information System (AEIS) has been developed at DITU, which provides an anywhere-anytime, fully-transparent platform for documenting & verifying employee achievements, especially around research and creative engagements.



File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View Document
URL of Policy document on promotion of research uploaded on website	View Document

3.1.2 The institution provides seed money to its teachers for research (average per year, INR in Lakhs)

Response: 12.64

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years (INR in lakhs).

2021-22	2020-21	2019-20	2018-19	2017-18
38.98	9.71	7	2	5.5

File Description	Document
Minutes of the relevant bodies of the University	View Document
Institutional data in prescribed format	View Document
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View Document
Any additional information	View Document

3.1.3 Percentage of teachers receiving national / international fellowship / financial support by various agencies for advanced studies / research during the last five years.

Response: 1.45

3.1.3.1 The number of teachers who received national / international fellowship / financial support by various agencies for advanced studies / research year-wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
8	3	2	3	3

File Description	Document
Institutional data in prescribed format	View Document
e-copies of the award letters of the teachers	View Document

3.1.4 Number of JRFs, SRFs, Post Doctoral Fellows, Research Associates and other research fellows enrolled in the institution during the last five years.

Response: 7

3.1.4.1 The Number of JRFs, SRFs, Post Doctoral Fellows, Research Associates and other research fellows enrolled in the institution year-wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
2	1	1	2	1

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.1.5 Institution has the following facilities to support research

1. Central Instrumentation Centre
2. Animal House/Green House
3. Museum
4. Media laboratory/Studios
5. Business Lab
6. Research/Statistical Databases
7. Mootcourt
8. Theatre
9. Art Gallery
10. Any other facility to support research

Response: A. 4 or more of the above

File Description	Document
Upload the list of facilities provided by the university and their year of establishment	View Document
Upload any additional information	View Document
Paste link of videos and geotagged photographs	View Document

3.1.6 Percentage of departments with UGC-SAP, CAS, DST-FIST, DBT, ICSSR and other recognitions by national and international agencies (Data for the latest completed academic year)

Response: 25

3.1.6.1 The Number of departments with UGC-SAP, CAS, DST-FIST, DBT, ICSSR and other similar recognitions by national and international agencies.

Response: 3

File Description	Document
Institutional data in prescribed format	View Document
e-version of departmental recognition award letters	View Document

3.2 Resource Mobilization for Research

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

Response: 14.62

3.2.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years (INR in Lakhs).

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	14.62	0	0

File Description	Document
Institutional data in prescribed format	View Document
e-copies of the grant award letters for research projects sponsored by non-government	View Document

3.2.2 Grants for research projects sponsored by the government agencies during the last five years (INR in Lakhs).

Response: 171.37

3.2.2.1 Total Grants for research projects sponsored by the government agencies year-wise during the last five years (INR in Lakhs).

2021-22	2020-21	2019-20	2018-19	2017-18
0	24.12	21.98	45.58	79.69

File Description	Document
Institutional data in prescribed format	View Document
e-copies of the grant award letters for research projects sponsored by government	View Document

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

Response: 0.25

3.2.3.1 Number of research projects funded by government and non-government agencies during the last five years.

Response: 13

3.2.3.2 Number of full time teachers worked in the institution year-wise during the last five years..

Response: 263

File Description	Document
Supporting document from Funding Agency	View Document
Institutional data in prescribed format	View Document
Paste Link for the funding agency website	View Document

3.3 Innovation Ecosystem

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

Response:

DIT University has set up a Centre of Innovation, Incubation, Entrepreneurship & Start-up (CIIES), with a vision “To promote innovation and convert this into technology-based-entrepreneurship among the faculty, staff, research scholars, students at DIT University and creating value-added jobs & services”.

The CIIES manages the following functions:

- **Institution Innovation Council (IIC)**

Institution Innovation Council has been established in the AY 2019-2020. The IIC at DITU achieved a 4 Star performance rating during the academic years 2019-2020 and 2020-2021. Several faculty members, students and staff from DIT University are recognized as ‘Advance Level Innovation Ambassador’ and as the ‘Innovation Ambassadors’ by the Innovation Cell, Ministry of Education, GoI. The IIC at DITU has organised more than 200 workshops/seminar/webinar/panel discussions during the five year period from

2017-2022 to promote the Innovation, Entrepreneurial, start-up, and IPR.

- **Technology Business Incubator (TBI)**

DIT-Technology Business Incubator was established under the DIT Incubation Foundation (A section-8 independent company) to promote Incubation and Entrepreneurship. DIT-TBI has been recognised by MSMEs, GoI and is also as the Nodal Agency for Start-up recognition and funding from Start-up Uttarakhand. A TBI-Operating manual has been developed to ensure transparency. The TBI, in 2020, introduced a launchpad program to support students, faculties, and alumni through cohort-based knowledge sharing and mentoring sessions. Two internship programmes on developing Entrepreneurship Skills among students of 1st and 2nd year were successfully completed in January 2021 and June 2021. Presently the TBI has identified 25 start-up ideas for pre-incubation / incubation support.

- **Intellectual Property Rights (IPR) Cell**

The IPR cell and the related IPR policy at DITU was established to support IPR activities among all faculties, students and research scholars. The IPR cell at DITU has been organising awareness sessions on IPR and is providing support through the laid down policy, for both financial as well as legal facilitation. Nearly 100 patents have been filled/published during the year 2021-22 only. As per the guidelines of Innovation cell of MoE the KAPILA Committee has been constituted to review and approve patent applications submitted by various institutions. DITU is amongst the approved institutions for claiming the reimbursement of patents filing and examination fee for 3rd Quarter, 2021.

- **National Innovation and Start-up Policy (NISP)**

The Innovation and Start-up Policy of DITU has been designed and developed in alignment with National Innovation and Start-up Policy of Innovation Cell, MoE, Government of India which is kept as a reference document on the NISP portal, for other institutions to follow.

- **Atal Ranking of Institution Innovation Achievements (ARIIA)**

DIT University participated in ARIIA-2020 for the first time and was awarded in 'Band-Performer' category.

3.3.2 Number of workshops/seminars conducted on Research methodology, Intellectual Property Rights (IPR), entrepreneurship, skill development during the last five years.

Response: 238

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

2021-22	2020-21	2019-20	2018-19	2017-18
42	101	66	14	15

File Description	Document
Report of the event	View Document
Institutional data in prescribed format	View Document

3.3.3 Number of awards / recognitions received for research/innovations by the institution / teachers / research scholars / students during the last five years.

Response: 31

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

2021-22	2020-21	2019-20	2018-19	2017-18
14	8	9	0	0

File Description	Document
Institutional data in prescribed format	View Document
e- copies of award letters	View Document

3.4 Research Publications and Awards

3.4.1 The Institution ensures implementation of its stated Code of Ethics for research through the following: 1. Inclusion of research ethics in the research methodology course work 2. Presence of Ethics committee 3. Plagiarism check through software 4. Research Advisory Committee

Response: A. All of the above

File Description	Document
Code of ethics for Research document, Research Advisory committee and ethics committee constitution and list of members on these committees, software used for Plagiarism check, link to Website	View Document
Any additional information	View Document

3.4.2 The institution provides incentives to teachers who receive state, national and international recognitions/awards 1. Commendation and monetary incentive at a University function 2. Commendation and medal at a University function 3. Certificate of honor 4. Announcement in the Newsletter / website

Response: A.. All of the above

File Description	Document
Institutional data in prescribed format	View Document
e- copies of the letters of awards	View Document
Any additional information	View Document

3.4.3 Number of Patents published / awarded during the last five years.

Response: 100

3.4.3.1 Total number of Patents published / awarded year-wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
48	41	5	1	5

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.4.4 Number of Ph.D's awarded per teacher during the last five years.

Response: 2.9

3.4.4.1 How many Ph.D's are awarded within last five years.

Response: 58

3.4.4.2 Number of teachers recognized as guides during the last five years

Response: 20

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
URL to the research page on HEI web site	View Document

3.4.5 Number of research papers per teachers in the Journals notified on UGC website during the

last five years

Response: 4.33

3.4.5.1 Number of research papers in the Journals notified on UGC website during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
352	252	198	180	157

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

3.4.6 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 2

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

2021-22	2020-21	2019-20	2018-19	2017-18
182	145	84	64	50

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

3.4.7 E-content is developed by teachers :

- 1. For e-PG-Pathshala**
- 2. For CEC (Under Graduate)**
- 3. For SWAYAM**
- 4. For other MOOCs platform**
- 5. Any other Government Initiatives**
- 6. For Institutional LMS**

Response: C. Any 3 of the above

File Description	Document
Institutional data in prescribed format	View Document
Give links or upload document of e-content developed	View Document

3.4.8 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed

Response:

3.4.9 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Response:

3.5 Consultancy

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

Response:

DITU views consultancy assignments as a vital means of disseminating benefits of University's scientific research and skills to diverse businesses in Government and Non-Government sectors, thereby widening the University's range of experience, and contributing to the country's industrial and economic growth. Consultancy Services cover a variety of activities, including feasibility studies, technological assessments, design and current manufacturing process assessment, corporate training and workforce skill enhancement, materials testing, energy, environment, and workforce audits, product design and process development, and strategy statement etc. Testing and evaluation services are also offered in selected specialized areas needing professional expertise and high-end equipment.

Consultation projects broaden faculty's professional experience and knowledge and make them better educators as they understand and tackle current industry challenges.

DITU promotes and supports consultancy initiatives for faculty through special training, industry networking, revenue sharing, providing essential resources to the faculty, and time relaxation of up to one-day a week, etc. On the other hand, the consulting faculty members are also expected to follow the policy, quality & process guidelines and uphold the reputation and prestige of the University.

Salient features of the Consultancy Policy:

- Well-defined terms and conditions for undertaking industrial Consultancy and Corporate training related activities.
- Consultancy work is secured and executed through a defined SoP.
- The role of DITU's organizational structure in executing the consultancy work.
- Regular interaction and visits to streamline the consultancy work.

- Multidisciplinary consultancy projects are encouraged.
- Revenue sharing model where the consulting faculty gets upto 80% of the revenue, specifically in areas where the usage of University's infrastructure is minimal.

Consultancy Policy encourages the faculty members to:

- Connect with industries both nationally and globally.
- Periodically visit the Industry and interact with the concerned technical personal to identify industrial problems.
- Facilitate the industrial personnel to solve the identified problems either through student projects or consulting assignments.

Support access to faculty members in terms of:

- Institution's various facilities including laboratory and other related infrastructure.
- Travel support for data collection and surveys.
- Workload consideration.

Expert evaluation team to:

- Propose the budget for undertaking the said consulting assignment, after performing due diligence.
- Propose duration of the project required for completing the assignment.
- Approve the format to be used in record keeping and final report presentation.

DITU segregates the consulting assignments in two categories - Type-I and Type-II - which are turn-key and testing projects, respectively. An individual faculty member, a department, or the University can undertake a consultancy project.

The consultancy expenditure and budgetary distribution policy is a part of Service & Conduct Ordinances and widely publicized through the University's website.

File Description	Document
Upload soft copy of the Consultancy Policy	View Document
Upload minutes of the Governing Council/ Syndicate/Board of Management related to consultancy policy	View Document
Paste URL of the consultancy policy document	View Document

3.5.2 Revenue generated from consultancy and corporate training during the last five years (INR in Lakhs).

Response: 39.26

3.5.2.1 Total amount generated from consultancy and corporate training year-wise during the last

five years (INR in lakhs).

2021-22	2020-21	2019-20	2018-19	2017-18
5.69	0.05	5.14	27.62	0.76

File Description	Document
Institutional data in prescribed format	View Document
Audited statements of accounts indicating the revenue generated through consultancy	View Document
Any additional information	View Document

3.6 Extension Activities

3.6.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years.

Response:

DIT University believes in the holistic development of its students. The University acknowledges the fact that sensitizing the students about the social issues, exposing to them to the real world challenges, and making them participate in community service are essential to preparing them to contribute to the society in an effective manner. These activities are organized through clubs and associations, who formally and informally organize activities which train students for social service. Some of the main groups organizing such activities are,

- National Service Scheme (NSS)
- National Cadet Corps (NCC)
- Global Peace Foundation (GPF)
- Youth Red Cross (YRC)
- National AIDS Control Organization (NACO)
- Red Ribbon Club (RRC)

The National Service Scheme (NSS) unit at DITU was established in 2017 with volunteers of 200 students in self-financing scheme. Based on the excellent work done by the unit for 3 years, the Regional Directorate accorded 250 more volunteers under fully financed scheme in 2020. The different activities performed by NSS volunteers are Swachhta Abhiyan, Blood Donation Camps, Tree Plantation Drive, Awareness Rally and Nukkad Natak on different social evils, etc. NSS Council also organized Youth Parliament at the State level. Presently, NSS Council is working for the women welfare, child welfare and awareness for education of girl child.

The NCC unit was established at DIT University in 2018 with a girl's platoon of 52 strength affiliated with 11 UK Girls Battalion. The cadets have brought laurels to the University from RDC-2021, YEP selection

and other national camps. In recognition of the good performance, the Uttarakhand Directorate accorded one Boys Battalion in 2020 with a strength of 80 cadets with affiliation of 29 UK Boys Battalion. The students participated in various social, adventure, cultural and nation building activities. One Cadet participated in RDC-2022 and gained third position in PM Rally event. One boy cadet and one girl cadet are also selected for prestigious Youth Exchange Program (YEP) of Govt. of India.

Global Peace Foundation is a nonsectarian, nonprofit organization which provides an innovative, value based approach to peace building. It organizes various nonprofit social drives such as-

- Networking drive
- Old age home drive
- Orphanage drive
- Clean up drive

In addition to the above activities GPF conducts an Ed-support program under which basic education is provided to the slum area children.

The Indian Red Cross Society – Uttarakhand has established a nodal office at DIT University in which one of our Deans is working as State Nodal Officer of Youth Red Cross Uttarakhand. The office organizes community service activities in the local area and remote areas of Uttarakhand. Several training program have been organized at state level with the participation of state nodal officer.

NACO and Red Ribbon Club at DITU conduct a series of workshops and seminars regularly to spread the awareness of AIDS/ HIV among youth. The students closely work with the state nodal agencies to control the spread of AIDS and its menace. The clubs also counsel the HIV infected persons to lead a healthier life style.

File Description	Document
Upload any additional information	View Document

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

Response: 23

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

2021-22	2020-21	2019-20	2018-19	2017-18
4	3	1	6	9

File Description	Document
Institutional data in prescribed format	View Document
e-copy of the award letters	View Document

3.6.3 Number of extension and outreach programs conducted by the institution through NSS/NCC, Government and Government recognised bodies during the last five years

Response: 390

3.6.3.1 Number of extension and outreach programs conducted by the institution those through NSS/NCC, Government and Government recognised bodies during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
108	35	62	108	77

File Description	Document
Reports of the event organized	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.6.4 Average percentage of students participating in extension activities listed at 3.6.3 above during the last five years

Response: 48.3

3.6.4.1 Total number of students participating in extension activities listed at 3.6.3 above year-wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
3704	769	2210	2957	2930

File Description	Document
Report of the event	View Document
Institutional data in prescribed format	View Document

3.7 Collaboration

3.7.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year

Response: 48.4

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

2021-22	2020-21	2019-20	2018-19	2017-18
44	58	56	21	63

File Description

Document

Institutional data in prescribed format

[View Document](#)

Copies of collaboration

[View Document](#)

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

Response: 48

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

2021-22	2020-21	2019-20	2018-19	2017-18
11	7	10	9	11

File Description

Document

Institutional data in prescribed format

[View Document](#)

e-copies of the MoUs with institution/ industry

[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

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

Response:

DITU endeavors to constantly improve the student's learning environment, and thus, providing contemporary futuristic and scientifically oriented infrastructure is the most important step and a definite requirement. The University boasts of fully furnished stellar infrastructure facilities with near to 100 well-equipped labs and drawing studios, adequate number of ICT enabled classrooms and tutorial rooms, state-of-the-art centers of excellence in niche and upcoming areas of research, well stocked central and departmental libraries, modern central computational facilities and departmental computer labs and workshops. In addition, there are 5 seminar halls, a plush 419-seater auditorium, and a 400-capacity amphitheater to cater to the co-and extra-curricular activities of the students. There are adequate faculty seating spaces which are well furnished, with suitable discussion rooms to ensure pro-active students-teacher interaction beyond the classrooms as well. The University regularly invests in maintaining & modernizing the existing, and developing new infrastructure.

All the 129 classrooms are well furnished and ICT enabled. The various academic blocks cater to the requirements of each faculty/department providing academic and other facilities as per the requirement.

All programs being offered by the University have adequate laboratories with latest equipment as per the norms. The School of Architecture, Planning and Design has laboratories, model making workshops, art studios, digital studios, design workshops and drawing studios to cater to their work and practices, in tandem with the norms of the Council of Architecture. School of Pharmaceutical & Population Health Informatics has well-equipped laboratories, animal house, herbal garden, aseptic room, museum as per the norms of Pharmacy Council of India. The recently equipped laboratories, specially, in the School of Computing as well as the ones in the School of Engineering & Technology have brought state-of-art technology equipment's to the doorstep of each and every student, who wants to pursue advanced research in their respective domains.

The ICT department is capable and fully equipped to cater to all the IT needs of all the campus fraternity. The University has research computer centers with higher configuration systems. The University avails the National Knowledge Network connectivity such as NPTEL, Virtual Lab etc. Further, the University has licensed software for complementing the teaching- learning facilities.

Center for Incubation, Innovation, Entrepreneurship and Start-Up (CIIES), Career Development Cell (CDC) and Centers of Excellence (COE) have been established to expose students to opportunities in the field of research and entrepreneurial skills, and act as the gateway to unexplored initiatives. The spacious incubation spaces provide an eclectic ambience for ideation and discussions amongst students and faculty members.

The University library, named 'Veda', has a rich collection of books, journals, magazines, e-books, and e-journals. It is spread over a 2500 Square meters of built-up air-conditioned space, with a seating capacity of over 500 students. DITU library has AV facilities for developing e-content and supporting online

education. Further the library has an e-section with 50 workstations (26 Mac + 24 HP) for use by students and faculty alike. Students and faculty can access the library online from their hostels, rooms and residences as well.

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

Response:

DIT University emphasizes on all round development of its students. It encourages participation of boys and girls in indoor and outdoor sports. Students participate in Inter-institute, Inter-University, State, National, Asian and International level competitions. Explicit sports policy is implemented with the combined effort of Student and Staff through Sports & Athletics Committee of the University. The dedicated Committee of the University provides students with a plethora of opportunities to achieve heights in sports and games. The University has collaborated with Uttarakhand Sports Authority for wider student participation. Further, the University augmented the facilities by signing of an MoU with Maharana Pratap Sports College for use of facilities for cricket, volleyball, football, badminton & athletics and ESI sports for collaboration in Inter-University games.

Salient initiatives undertaken to promote sports culture are:-

- Fully equipped gymnasium facilities with qualified trainers in girls and boys hostels.
- Indoor sports facilities in the hostels.
- Outdoor sports facilities like basketball, volleyball, badminton, cricket pitch in the campus.
- Tie up with Uttarakhand state owned, "Maharana Pratap Sports College, Dehradun" to augment the sports facilities especially for outdoor sports like athletics, football, hockey and cricket and with ESI sports to enhance the student participation and provide a suitable platform to students for inter-University games.
- Frequent Yoga sessions are organized by certified Yoga instructors. Every Year, the University celebrates International Yoga Day on June 21 by organizing various events for students and staff.
- Tie-up with specialised sports academies like Shooting Ranges, Kayaking, trekking etc.
- Organising annual inter-University sports fest - "Sphurti", to encourage students towards sports.
- Encouraging students to participate outstation national events by providing financial assistance.
- Recognition to sportspersons participating at state and national level.

Cultural Activities:

The University is an ardent promoter of culture and cultural activities. To begin with, the "Kulgeet" of the University conveys the ethos, core values and the value system that the institution believes in. More than thirty clubs/ societies thrive on the campus. Based on the SoPs, each conduct minimum of two to three events every semester. These events showcase the talent and vibrancy of partaking students. This is in addition to the University level mandatory fests and talent shows.

The University has created state-of-the-art infrastructure to promote cultural shows and events. It has modern Auditorium and an Amphitheatre having a capacity of 500 to 1000. Seminar halls have capacity of 120 to 240. Today, the campus can simultaneously host activities for a capacity of 1400 to 1500

participants.

NCC and NSS are an integral part of the campus set up. Together, they are brand ambassadors in coordinating events and activities of national and social importance.

National Sports Festival 'Sphurtti' and Techno Cultural Festival 'Youthopia' are organized every year, wherein near to 1500 students from more than 30 colleges participate in multiple events for about 7 days, with more than 50 activities.



File Description	Document
Geotagged pictures	View Document

4.1.3 Availability of general campus facilities and overall ambience

Response:

DIT University, situated at the foothills of the serene Mussoorie hills, comprises of multiple high-rise buildings, spread over a campus of about 14.551 Acres, housing the Schools, Departments, and related academic and administrative infrastructure. The campus is well maintained and full of greenery and provides an ambience ideal for study, and creativity.

The University gets its electricity supply of 700 kVA from the UK Electricity Board Supply. A power backup of 750kVA by the Diesel Generator setup is available. In addition, 400Kw is generated by the Solar Power System. There are dedicated parking spaces in campus, which do not hamper the pedestrian friendly ambience of the campus. The whole campus has pathways for pedestrian safety and there are well equipped facilities for differently abled like ramps, toilets etc. To ensure safety and security of all its residents and visitors, there are about 900 CCTV cameras installed within the campus premises.

There is a well-equipped Public Address system for raising alarm in case of exigent situations. The University provides 24 x 7 Wi-Fi connectivity through a dedicated 1.78 Gbps lease line. Well-equipped infirmary with round the clock trained nurses takes care of the health needs of all. There is a facility of 3 hours Daily doctor's visit to the health center for consultation and 24x7 on-call doctor availability in emergent situations, through a tie-up with a reputed service provider. An ambulance is stationed at the infirmary to cater to all medical emergencies.

DITU has a pool of 07 buses and 03 cabs, which covers all areas of Dehradun, for transporting students, faculties, and staff to and from the campus.

DITU provides all-cuisine food services on campus through outsourced food outlets and hostel mess services. The brands like CCD, Nescafe, Big Bites, Alopaz and Being Foodies etc. provide food options to all. A Barber shop, a Parlor, provision shops, printing and stationeries shop are also housed within the campus to provide ease of availability.

The campus fulfills the fitness needs for both girls' and boys' residents with complete range of gym equipment's. The high-rise buildings have been equipped with safe and secure elevators. The FAS (Fire Alarm System) in the campus premises with latest fire safety equipment ensure safety against any kind of fire break-out. Monthly mock drills are organized to train about actions to be taken in case of any natural calamity and accidents.

A WTP of 60000 LPH capacity provides clean and treated water supply to the campus and drinking water is again treated by ROs. A 500 KLD capacity STP-Plant ensures zero waste water discharge.

The Boys and Girls hostels cater to the residential needs of all the out-station students. There are dedicated recreational areas for indoor sports in each hostel. University provides hot and cold-water in each hostel with green energy enabled (solar water heaters) provision. The sports facilities on campus include 2 badminton courts, 2 basketball courts, 3 volleyball courts, table tennis halls with 8 tables, cricket net practices area etc.

4.1.4 Average percentage of expenditure for infrastructure augmentation excluding salary during the last five years (INR in Lakhs)**Response:** 43.11**4.1.4.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
2338.39	1097.69	1623.36	2630.31	3153.98

File Description	Document
Upload audited utilization statements	View Document
Institutional data in prescribed format	View Document

4.2 Library as a Learning Resource**4.2.1 Library is automated using Integrated Library Management System (ILMS) and has digitisation facility****Response:**

The Central Library of the University, 'Veda', is fully automated using Libsys 10 (Advanced Library Management Software) and is equipped with 50 workstations (26 Mac + 24 HP) for effective utilization of the library e-resources. Users can access the e-resources of the Library from within and outside the campus.

An Institutional digital repository, using open-source software called D Space, has been installed for developing an electronic database for thesis, dissertations, and faculty publications. The University has invested in three distinct geographical sites for students & staffs for better accessibility to library sources. Central Library is situated on the 1st floor of Vedanta building in a space of 1278.65 sq-m. The second Library is situated on the 4th floor of Vaastu building (187.26 sq-m), and the third location is in the Visvesvaraya building with an allocated space of 82.41 sq-m.

The library has a collection of 1.20 Lakhs+ printed textbooks, and e-books relevant to the curriculum and for research needs.

The library is a repository of over 600 e-journals, conference and seminar proceeding. It extensively covers all the domains of study at DITU. Library has developed strong collection of Career Resources that help students to prepare for interviews in various industry sectors, and is equipped with special reports like Harvard Business Review etc.

DITU Central library digitization facility includes the following:

- 50 workstations (26 Mac + 24 HP) for E-resources access.
- Audio visual room for development of video lectures and other e-contents.
- Web OPAC: The library collection is browsed and searched through Web OPAC and books can be located on the shelves with classification numbers as shown against the column.
- E-Books: The library has a collection of more than 1 Lakh e-books.
- Remote Access Facility: Knimbus is a remote access software, wherein the DITU faculty members, students and staff can use subscribed e-resources and open resources from outside of campus by using this remote access facility.
- Library Webpage: The University library has webpage which provides detailed information about library collections and access to e-resources.
- DITU is a member of the National Digital Library of India (NDLI). DITU faculties, students and staff can use free digital books and audio/video educational material from the NDLI. Apart from being a virtual repository of learning resources, NDLI also provides a host of other services for the learner community.
- Anti-Plagiarism Software: For maintaining the research integrity of the research-papers/articles/reports etc. published by the DITU students and faculty, the library subscribes to the multiuser anti-plagiarism software's "Turnitin" and "Urkund"
- The Library is a member of Developing Library Network (**DELNET**) for bibliographic and full-text resources available on the portal. DELNET provides Inter-Library Loan (**ILL**) services of books and articles to the member libraries.
- Well protected with fire alarms, CCTV, and other security systems.
- Library has 122894 books, 160 journals/magazines, 600+ e-journals.

File Description	Document
Paste link for additional information	View Document

4.2.2 Institution has access to the following: 1. e-journals 2. e-ShodhSindhu 3. Shodhganga Membership 4. e-books 5. Databases 6. Remote access to e-resources

Response: A. Any 4 or more of the above

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document

4.2.3 Average annual expenditure for purchase of books/ e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

Response: 56.27

4.2.3.1 Annual expenditure for the purchase of books and journals including e-journals year-wise during last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
69.03	52.14	67.82	53.60	38.74

File Description	Document
Institutional data in prescribed format	View Document
Audited statements of accounts	View Document
Any additional information	View Document

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

Response: 14.31

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

Response: 739

File Description	Document
Details of library usage by teachers and students (Library accession register, online accession details to be provided as supporting documents)	View Document
Any additional information	View Document

4.3 IT Infrastructure

4.3.1 Percentage of classrooms and seminar halls with ICT - enabled facilities such as LCD, smart board, Wi-Fi/LAN, audio video recording facilities. (Data for the latest completed academic year)

Response: 100

4.3.1.1 Number of classrooms and seminar halls with ICT facilities

Response: 129

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document
Paste link for additional information	View Document

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

Response:

DIT University has designed its IT Policy to make appropriate budgetary provision, which is governed by E-Governance Policy of University, with clear vision about Information Technology to digitalize university work processes to achieve paperless & speedy outcome from cutting edge technology to facilitate Students, Staff & Parent.

ICT (information and communication technology) Infrastructure of DIT University is designed with latest network topology to enhance performance of the application programs & software's that are working on server/Client architecture, this is done by network virtualization and segmentations of network, which is protected from outside threat with security Firewall. The network address provision to the nodes and mobile devices are automated using DHCP protocol to avoid manual intervention & duplicacy of IPs. This network includes 1.78Gbps (1780 Mbps) Internet Bandwidth of yearly budget of **Rs. 30 Lakh**. University network is on gigabit network with gateway & delivery ports aggregation using LAGP & PAGP Protocol. Campus ICT resources also available to remote staff/Users using VPN technology with L2TP & PPTP Protocols. 1614 Nos. of computers, in which 205 Nos. of latest computers were bought in year 2022 with approx. budget of **Rs. 1.10 Crore**, 440+ numbers of Wi-Fi zones including Hostels Wi-Fi which is upgraded in year 2022 with approx. budget of **Rs. 8 Lakh**, In-house Data centre with 26 Terabyte storage, Central Branded Servers make HP & IBM, which are configured under clustering & virtualization environment to provide redundancy and high availability to digital services of university, which is serving our students, Staff & Parent.

ERP (Enterprise Resource Planning) Services of University:

DIT University switched from its existing SAP ERP system to New ERP system (Academia) with budget of **Rs. 60 Lakh** for implementing improved features in teaching/learning process. The ERP System is an application programme or software which converts traditional work process into digital work process, which includes, Student life cycle management in the institution, Finance management, HR management, Purchase management and other work processes of an organization and institution. University opted ERP to digitalize activities related to Students, Staff & Parent to facilitate them to provide relevant information and process using web services, mobile access and portal through internet, this facilitate student & parent information about Academic, Student information, Online Registration, Time Table and Attendance to check records, Examinations record to check obtained grades, Hostel and Transport information, Fee and scholarship- Students have online access to check their fee dues and balances, with online fee deposit facility, SMS and e-mail notification- Students receive regular updates on their online portal and through notices, circulars, SMS and official e-mail ID, Access to Parents / Guardian – Parents / Guardian have access to the portal through their separate login credentials. They can check the academic credentials of their ward and deposit the fee online, Mobile App – Student / Parents / Guardian also have a mobile app for easy access of the ERP system.

File Description	Document
Paste link for additional information	View Document

4.3.3 Student - Computer ratio (Data for the latest completed academic year)**Response:** 3:1

File Description	Document
Upload any additional information	View Document
Student – computer ratio	View Document

4.3.4 Available bandwidth of internet connection in the Institution (Leased line)**Response:** A. 71 GBPS

File Description	Document
Upload any additional information	View Document
Details of available bandwidth of internet connection in the Institution	View Document

Other Upload Files

1

[View Document](#)**4.3.5 Institution has the following Facilities for e-content development**

1. Media centre
2. Audio visual centre
3. Lecture Capturing System(LCS)
4. Mixing equipments and softwares for editing

Response: A. All of the above

File Description	Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document
Links of photographs	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1 Average percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component during the last five years**

Response: 53.29

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

2021-22	2020-21	2019-20	2018-19	2017-18
2765.11	3147.13	2730.85	2497.42	2584.62

File Description	Document
Institutional data in prescribed format	View Document
Audited statements of accounts	View Document

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.

Response:

Utilization and Maintenance of Academic and Support Facilities

The University has well established systems and procedures for maintaining and utilizing physical, academic and support facilities such as laboratory, library, sports complex, computers, classrooms etc. Significantly the University identifies this as two distinct aspects; Utilization of Academic and Support Facilities and Maintenance of Academic and Support Facilities.

Utilization of Academic and Support Facilities: The responsibility for utilization of Academic and support facilities lies with the Dean Academic Affairs and his team. The academic infrastructure is utilized strictly in accordance with schedule laid down by the Timetable & Curriculum Committee.

Maintenance of Academic and Support Facilities: The Management of maintenance of academic and support facilities lies with Head Administration and his team. The University Process Document provides overall guidelines directive for functioning of systems and subsystems. This document identifies the processes which are streamlined based on a number of standing operating procedures detailed out for specific requirements.

Academic Infrastructure including Laboratories: The administrative department through its maintenance team prepares a maintenance schedule. This ensures that requisite maintenance for painting, masonry works, furniture repairs, electrical repairs and other miscellaneous works are executed timely. Annual maintenance contracts/AMCs ensure that the main equipment is kept serviceable all the time.

Air Conditioning: The outsourced agency services the machines monthly and submits its Report to the Maintenance Manager.

Power: Transformers, power backup units like generators, online UPS, solar-powered water heaters, etc

are managed by the Maintenance Team.

Lifts: All the lifts are maintained through AMC with respective OEMs or their authorized partners.

Water Testing: Drinking water supply is through ROs established in the campus with adequate capacity. The water samples are tested regularly through authorized testing laboratories.

Water Tanks / Septic Tanks: Water tanks are cleaned by professional service-providers twice a year.

Audio-Visual System: AV systems are covered under Annual Maintenance Contract. The agency services the equipment monthly. Periodic checks are carried out for electrical fittings and other equipment such as projectors.

Pest Control: Pest control is ensured M/s Pest Control India Pvt. Ltd. through an annual contract. The pest control includes combating general disinfection, rodent treatment and larva breeding with periodic fogging.

Fire Protection: The University has deployed Fire Alarm Systems as prescribed in the National Building Code. Fire Extinguishers have also been installed in all blocks of the University.

Health and Safety: The University has an infirmary to react to medical emergencies and render prompt first aid and has a tie-up with Blue Circle Medi Services Pvt. Ltd.

Routine Maintenance: Cleaning, dusting, sweeping and mopping etc. of all areas is undertaken daily by the contractual housekeeping staff which is supervised by the appointed administrative executive. Multiple automated cleaning equipment's are also provided to ensure efficient cleaning of:

- Laboratory & Workshops
- Library
- Transport
- Sports Complex
- Classrooms
- Utility Services

Gardening:

The Gardening team ensures maintenance of the greenery in the campus which includes, plantation of flowers, trees, shrubs, manuring, hoeing, weeding, lawn-mowing. Water from the Sewage Treatment Plant is used for same.

New Infrastructure Projects: Head Projects manages new projects and after installation and commissioning it is handed over to Administration Head.

Maintenance of Information and Communication Infrastructure

- The ICT department is the care taker for all hardware, software and network related Issues
- Procurement, AMC, Upgrades, Wi-Fi are planned and executed with futuristic scientific and technological outlook.

Library: The University library, aptly named, Veda, has a rich collection of books, journals, magazines, e-books, and e-journals. It is spread over a 2500 Square meters of built-up air-conditioned space, with a seating capacity of over 500 students. All digital resources are accessible through an online public access catalogue OPAC portal. During COVID-19 pandemic, remote access to subscribed library resources was made available through the KNIMBUS software. The library is open from 08:30 AM to 09:00 PM on all working days and upto 03:00 AM during the examinations with access registered and monitored by attendance register at the entrance and exit. Books are circulated as per guidelines. The library is equipped with Libsys-10 software, Wi-Fi and desktop systems for staff and students. The library maintains meticulous records such as Binding Register, Accession Register, Bill Register, Inter-Library Loan is provided using DELNET services.

NAAC

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the institution, Government and non-government agencies (NGOs) during the last five years (other than the students receiving scholarships under the government schemes for reserved categories).

Response: 58.28

5.1.1.1 Number of students benefited by scholarships and free ships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years (other than students receiving scholarships under the government schemes for reserved categories)

2021-22	2020-21	2019-20	2018-19	2017-18
3354	2962	3039	2923	2694

File Description	Document
Upload self attested letter with the list of students sanctioned scholarship	View Document
Upload any additional information	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

5.1.2 Average percentage of students benefited by career counseling and guidance for competitive examinations as offered by the Institution during the last five years.

Response: 89.14

5.1.2.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
4508	4412	4607	4657	4828

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Link for additional information	View Document

5.1.3 Following Capacity development and skills enhancement activities are organised for improving students capability 1. Soft skills 2. Language and communication skills 3. Life skills (Yoga, physical fitness, health and hygiene) 4. Awareness of trends in technology

Response: A. All of the above

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document
Link to Institutional website	View Document
Link for additional information	View Document

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases 1. Implementation of guidelines of statutory/regulatory bodies 2. Organisation wide awareness and undertakings on policies with zero tolerance 3. Mechanisms for submission of online/offline students' grievances 4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Details of student grievances including sexual harassment and ragging cases	View Document
Link for additional information	View Document

5.2 Student Progression

5.2.1 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)

Response: 100

5.2.1.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.)) year-wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
26	80	82	106	60

5.2.1.2 Number of students appearing in state/ national/ international level examinations (eg: IIT/JAM/ NET / SLET/ GATE/ GMAT/CAT,GRE/ TOEFL/ Civil Services/ State government examinations) year-wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
26	80	82	106	60

File Description	Document
Upload supporting data for the same	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

5.2.2 Average percentage of placement of outgoing students during the last five years

Response: 53.17

5.2.2.1 Number of outgoing students placed year - wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
692	756	650	784	792

File Description	Document
Upload any additional information	View Document
Self attested list of students placed	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

5.2.3 Percentage of student progression to higher education (previous graduating batch).

Response: 7.88

5.2.3.1 Number of outgoing student progressing to higher education.

Response: 105

File Description	Document
Upload supporting data for student/alumni	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

5.3 Student Participation and Activities

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

Response: 160

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

2021-22	2020-21	2019-20	2018-19	2017-18
50	22	46	23	19

File Description	Document
Institutional data in prescribed format	View Document
e-copies of award letters and certificates	View Document
Any additional information	View Document
Link for additional information	View Document

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

Response:

DIT University actively involves students in various decision-making bodies through Committees, student clubs and societies. To have a regular input and feedback from the students, the University has a student consultative Committee, which regularly meets the Dean of Students Welfare and senior leadership team to put forward their concerns and also suggestions for the betterment of the University.

The Student Consultative Committee

- Two-way communication between the student representatives and the management where students are encouraged to share their ideas, interests, and concerns pertaining to academics, placements & career related issues, extracurricular activities, facilities, policies, sports facilities, hostel, infrastructure, general administration etc.
- The Committee chaired by Dean Students Welfare is a platform where students are invited twice a semester for a meeting.
- The Committee aims to improve students' learning experience, and makes students a partner in improving the educational and residential environment of the University.

Academic Council and Board of Studies

Student representatives are included in the Academic Council at the University level and in Board of studies of different departments as invitees. They provide their inputs and feedback on curriculum and other academic matters.

Class Representative (CR) System

The appointment of CRs is done through a well-defined process. From every section of 60 students, two CRs (one boy and one girl) are appointed, in a transparent manner. Regular meetings with CRs are held as (i) Fortnightly with HoDs and all CRs (ii) at least once a semester with the HoDs and the Senior Leadership team.

Student Grievance Committee

It consists of members representing each department. The purpose of student grievance Committee is to analyze specific complaints and student grievances and take corrective actions.

Internal Quality Assurance Cell (IQAC)

IQAC consists of five students as members. The students provide inputs on new initiatives that are contemplated.

Cultural Clubs, Societies and Professional association Committee

- There are more than 30 national/international student clubs/chapters covering aspects of overall development of a student. These student clubs/chapters are spread in the domains of Cultural, Science, Debating, Fine arts, Technology, Moto-racing, Coding etc.

Students are also members of various internationally renowned societies such as:

- The IEEE Student Chapter of DIT University
- The OSA (Optical Society of America) Student Chapter and SPIE (Society of Photo-Optical Instrumentation Engineers) Student Chapter.
- SAE-DIT Chapter under SAE India

Women Welfare Cell

Two girl students are nominated to the cell which looks after the welfare of the female students and employees of the University.

Placement Committee:

Student Placement Representatives (SPRs) and Student Training and Placement Officers (STPOs) are nominated from final year and pre-final year respectively. These students take active part in the placement process when various companies visit DIT University for campus placement.

Hostel Mess Committee

To look into the matters related to food and other hostel issues. The weekly mess menu is prepared in consultation with the hostel mess Committee

Cultural and Sports Committee

Exclusively organized and managed by the students under the supervision of the faculty.

5.3.3 Average number of sports and cultural events / competitions organised by the institution per year

Response: 53.6

5.3.3.1 Number of sports and cultural events / competitions organised by the institution year - wise during the last five years.

2021-22	2020-21	2019-20	2018-19	2017-18
43	40	45	76	64

File Description	Document
Upload any additional information	View Document
Report of the event	View Document
Institutional data in prescribed format	View Document
Link for additional information	View Document

5.4 Alumni Engagement

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

Response:

The DIT University Alumni Association was registered in the year 2019 (Society's Registration Act no.211860). About 18000+ students have graduated from DIT University and erstwhile Dehradun Institute of Technology. Till 2019, the alumni groups used to visit the campus in batches every year and interact with faculty and students. The Alumni association was formed in 2019 with the objective of strengthening the alumni connect with the alma mater.

The DIT University Alumni Association has a formal executive body which meets yearly and takes decisions to increase the connect with the alma mater. DITU is a relatively young university and the alumni network is poised to grow in strength in the coming years.

At DITU, there is an office of Alumni Affairs headed by a Dean. It organizes visits by the alumni teams to the campus, so that the junior students will get the benefit of interacting with their seniors and get guidance and support.

The main objectives of DIT University Alumni Association are –

- To increase connect and nurture global outreach.
- To involve alumni in the overall growth and development of the alma mater
- To promote industry academia relationship and consolidate on the needs of industry
- To generate a group of leaders among the members and provide services for the benefit of alma mater in particular and society in general.
- To raise and allocate funds for furthering the aims and objectives of the association
- To promote and motivate members to donate and contribute for the development of alma mater
- To create funds to provide scholarship to needy and deserving students of DIT University, and financial aid for deserving alumni or their families.

The alumni association is working in multidirectional areas like social services, CSR activities, training of the students, placement activities, mentorship program etc. During COVID-19 pandemic during 2020-21, the association established a COVID-19 Combat Cell under the leadership of Dean Alumni relations. The Cell provided oxygen, medicine, food and health hygiene kits to the needy people around the university.

There are alumni chapters active in different parts globally which organize events, meets and programmes.

DIT University honors achievers among alumni through the 'Distinguished Alumnus Award' every year on the day of Convocation.

Recently, the alumni association launched a 'mentor-mentee' initiative in which the alums from India and abroad participate voluntarily to provide a platform to the students of DIT University to take help of alumni for advice and mentoring on career related matters. The Alumni association is in the process of establishing an incubation startup cell in the campus to provide assistance to the students for establishing new ventures. The alumni association is also debating on launching well-planned scholarship program for needy and bright students of the alma mater.

The Alumni Association is closely working with DITU management to increase the alumni connect and to see that a large number of alumni are able to 'give back' to their Alma mater in different ways.

File Description	Document
Any additional information	View Document
Link for additional information	View Document

5.4.2 Alumni contribution during the last five years (INR in Lakhs)

Response: A. ? 100 Lakhs

File Description	Document
Any additional information	View Document
Link for any additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

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

Response:

DIT started as a college in 1998 and achieved a name for itself for quality education within a short time. The college grew into a multi-disciplinary University in 2013 in a planned manner. The Vision, Mission and the Core Values constitute the guiding principles for the University's growth. The vision guides the University to strive for excellence through high-quality teaching in synchronization with industry needs, along with the spirit of research and entrepreneurship. The University gives emphasis on grooming the students as leaders of tomorrow with strong qualities of mind and character.

The governance is well structured and decentralized, with a strong leadership, to ensure that the University marches ahead as per its vision. In an effort to remain focused towards fulfilment of the University's mission, the leadership strives to maintain transparent and interactive environment. The Vision and Mission of the University translates to the evolution of the core values, which highlights Academic Excellence and Integrity, Scholarly research and professional leadership, Integration of Human Values, Ethics, Social Responsibility and Inculcating Global perspective in Attitude.

The University fulfils the above, by adopting a multi-tiered, student centric approach. It nurtures and promotes accomplishment of individual aspirations. In turn, it acts as the driving force for effective governance of the University.

As per "the Statutes" of the University, the following Statutory Governing Bodies steer the University to attain its vision:

- Board of Governors
- Board of Management
- Academic Council
- Planning and Monitoring Board
- Board of Studies
- Board of Research
- Board of Examinations
- Under Graduate/Post Graduate Academic Committee
- Finance Committee

The Boards / Committees have co-opted external members from Universities, Industries and R&D organizations. The Boards / Committees have representations of faculty members from all the Schools/ Departments so that proposals and decisions are made in a participatory manner. The Academic Council has student representatives as invitees. Each School / Department has a Board of Studies, with external experts, which reviews the curriculum on a regular basis and recommends modifications and improvements.

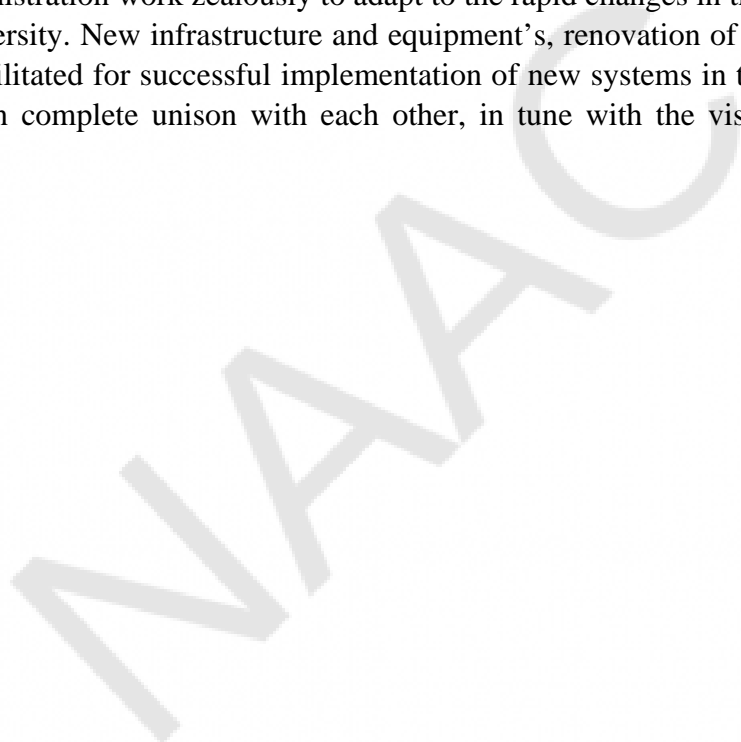
Apart from the above Statutory Bodies, the University has set up a number of Committees at the University-

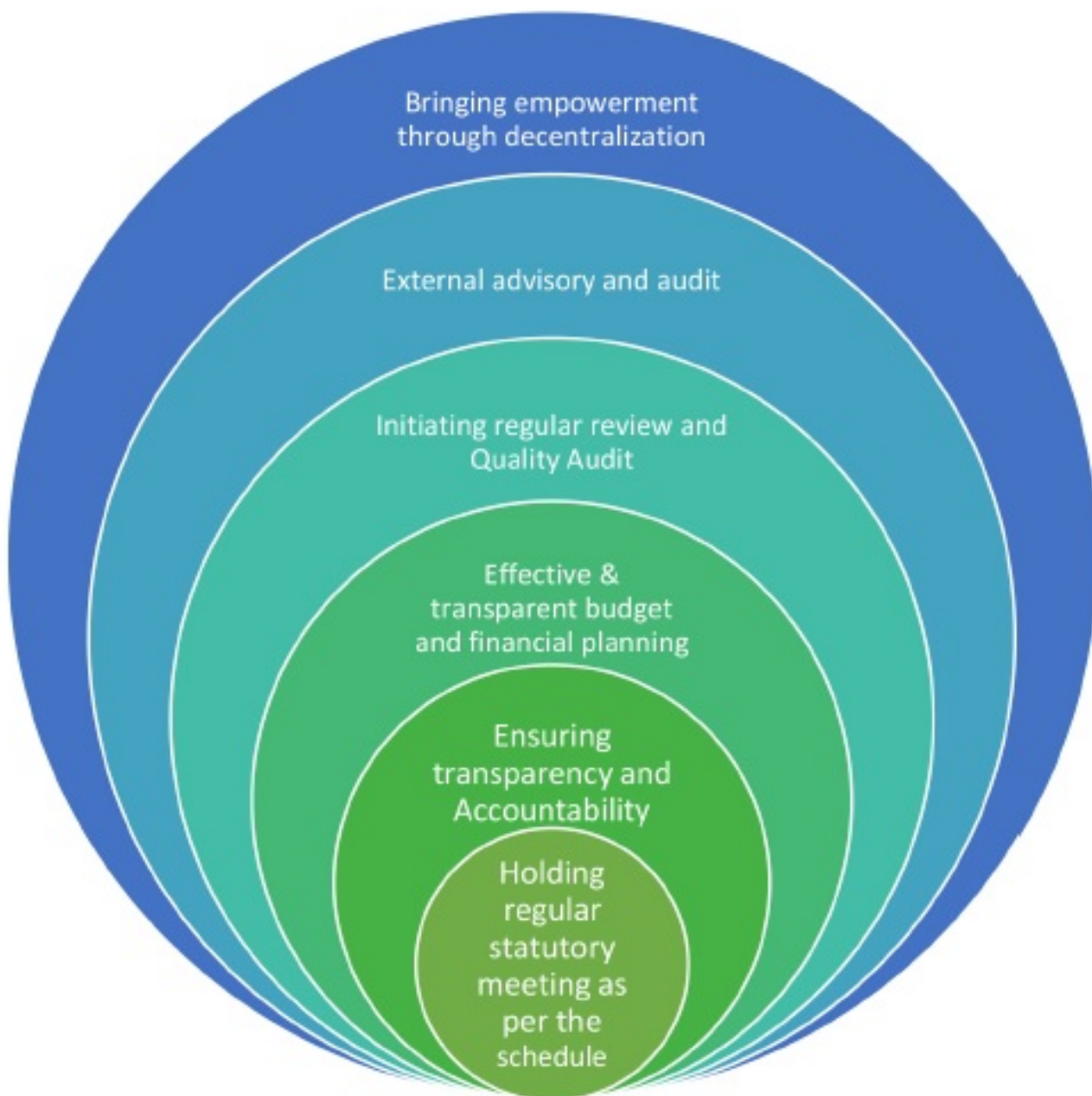
level, and at the School & Department levels for efficient and decentralized management.

The leadership encourages decentralization of administration and decision-making process by seeking feedback from all stakeholders in the hierarchy for effective governance. Sub-committees of Staff & Students oversee and monitor proper implementation. The management motivates faculty and students to undertake research, file and publish patents, and take up innovative projects and organize seminars, workshops, and community initiatives.

Regular interactions are held with industries, Government and Non-Government Organizations for training the students in career planning, internships and placements.

Staff, Student and administration work zealously to adapt to the rapid changes in the academic structure & functioning of the University. New infrastructure and equipment's, renovation of laboratories, training of staff, etc. have been facilitated for successful implementation of new systems in the establishment. Thus, all stakeholders work in complete unison with each other, in tune with the vision and mission of the University.





File Description	Document
Link for additional information	View Document

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

Response:

While the overall governance of the University is managed by the Statutory Bodies as per their mandate, DIT University involves all its stakeholders in decision making. The employees of the University are formally made part of committees handling different responsibilities, and are empowered to take decisions

at their level, thereby creating leadership at all levels.

The University has 06 Schools (School of Engineering & Technology, School of Computing, School of Physical Sciences, School of Liberal Arts & Management, School of Pharmaceutical and Population Health Informatics, School of Architecture, Planning & Design) and each School have one or more academic departments under its jurisdiction. Each School / Department has a Board of Studies, with participation from faculty within and outside the department, and external experts from academic institutions and industries.

Each School is headed by a Director/Dean who is empowered to take decisions for the growth of the School, under the overall strategy of the University.

Some salient features of the participative leadership and governance at DITU are:

- **Empowerment & Feedback.** Every department and administrative function complements its responsibilities by developing its own specific strategies and growth plans under the guidance of the Vice Chancellor, in tune with the overall vision of the University.
- **Symbiotic Relationship: Academia and Administration:** Both the faculty and administrative staff cohesively work as a team to ensure effectiveness in the functioning of the University. Academic leadership at all levels i.e. Director, Deans, HoDs, are accountable for this participative role. They support the implementation of directives of the Statutory Bodies. Support Services departments (HR, Finance, Payroll Management, Estate Management, International Relations, etc.) are established to provide support to all the stakeholders.
- **Transparency and Accountability:** The leadership strives to maintain an open and interactive environment. All stakeholders are actively encouraged to participate and voice their perspectives for effective decision-making & policy formulation. This two-way communication channel between the staff and the leadership is a distinct component. The Senior Management interacts with staff and students regularly through periodic meetings, open houses and social gatherings. Such forums are regular and organised during the span of an academic session.
- **External advisory:** Statutory Bodies like Board of Governors, Board of Management, Academic Council, Planning & Monitoring Board and Board of Studies are represented by expert external members from academia and industry who provide useful inputs which are incorporated into the system from time to time.
- **Faculty input:** Statutory Bodies and different Committees of the University have faculty members and student representative as members.

Through the process of decentralization and empowerment at different levels, the University has been able to manage the multi-disciplinary offering of Degrees and programs, having academic flexibilities and interdisciplinary flavor.

The University has well defined ISO certified processes, to ensure that proper SoPs and documentations are maintained and each link in the chain of administration is effective for smooth and efficient management. The use of technology in different aspects of administration ensures ready and on demand information for proper monitoring.

File Description	Document
Link for Additional Information	View Document

6.2 Strategy Development and Deployment

6.2.1 The institutional Strategic plan is effectively deployed.

Response:

DIT University, established in 2013, has developed into a multi-disciplinary University of repute through a well-planned strategy and growth. While the University's growth plans were initially through the Statutory Bodies, the University constituted an **Apex Council** in the year 2018 to look into the regular Academic excellence, review and development of the University. Through its regular meetings, the Apex Council deliberates on the overall progress of the University towards its goals as envisaged in its vision, and also discusses the strategic approaches to be taken for the growth. The Apex Council is headed by the Chancellor as Chairman and Vice Chancellor and other senior leadership as members. During the last 4 years, the Apex Council has deliberated on the following points and has given broad guidelines for the leadership to work on:

- Prepare a SWOT analysis for DITU
- Create a 'Vision for the future', for each School
- Identify areas for Centers of Excellence
- Identify alternate sources of revenue
- Faculty empowerment, Recruitment and Retention of quality faculty
- Expansion – New Colleges of Nursing, Education and Health professions, School of Biological Sciences, Medical College, etc.
- Accreditations and Ranking

The Apex Council is tasked with the planning and developing the strategic plan for the University. The Apex Council discussed the need to develop a formal strategic plan for the University, with short term and long term action plans. The following six (6) thrust areas were identified and the plan for each of the areas is to be developed in a bottom up approach, with participation from all stakeholders.

- Curriculum, Teaching & Learning
- Research and Innovation
- Human Resource
- Industry and Academic Partnerships
- Infrastructure, Technology & Financial Resources
- Outreach & Extensions

The New Education Policy (NEP-2020) has recommended transformational changes in the way higher Education Institutions function and structure their academic programmes. Some salient points of NEP have direct impact on the future plans of the University. The new strategic plan will also incorporate the following points as enunciated in the NEP document.

- Multidisciplinary approach to prepare students for the job markets of the future.

- Opportunity to offer online programmes and courses
- Academic Flexibility
 - UG education of 3 or 4 years
 - Multiple Entry / Exit with appropriate certification
 - Different designs of Masters programmes
 - Admission to PhD with eligibility of a Master's degree or a 4-year Bachelor's degree with Research.
 - Options to students to choose combinations across streams, including professional and vocational options

A draft version of the strategic plan is under preparation. This will be debated through extensive discussions among different stake holders and the final strategic plan is planned to be released during the Silver Jubilee year of DIT University, in 2023.

File Description	Document
Strategic Plan and deployment documents on the website	View Document

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

Response:

DIT University has a transparent and well-defined Organization Structure, which includes the functioning of the various statutory bodies, administrative units and various committees etc. resulting in effective decision-making. While the basic academic unit is a department headed by a HoD (Head of the Department), these units are grouped together under different Schools, headed by a Director/Dean. The administrative functions are handled by Registrar's Office, HR, Finance and Administration units.

The Organizational Chart is made available on the University website, and in publications such as Annual reports etc.

The major roles and responsibilities of the Statutory Bodies and Committees are to primarily frame policies and ensure their effective implementation. The comprehensive functions of the various bodies are detailed at "Chapter III-Authorities of the University" part of the DIT University Statutes.

The well-defined hierarchy of the organization enables decision making at all levels, operative command and mechanism within the University.

The University has well-defined Statutes, Academic ordinances and Service & Conduct Ordinances for Employees which clearly state the roles of various bodies, the rules and processes which are followed to safeguard operative functioning of various stakeholders.

Employee Service Rules: The detailed processes form a part of the "Service & Conduct Ordinances" which are approved by the Board of Governors.

Recruitment & Selection: Selection for employment at DITU is done through a rigorous process of shortlisting candidates, and interviews. Appointment for service in the University for all positions as recommended by the Board of Management and approved by the Board of Governors, are done on a regular basis, as per the need. The number of employees, both teaching and non-teaching, in the University, at any time instant, in each post category, is based on the requirement from time to time.

Probation: For all the regular appointments, the minimum time duration of probation will be 01 (one) year extendable by a maximum period of 01 (one) more year in case of unsatisfactory performance. The probation at the end of 01 (one) year will be extended automatically, unless confirmed by a specific written order before expiry of the first year of probation.

In case of the unsatisfactory performance of the individual even at the end of extended probation period, his/her services shall stand automatically separated on the last day of the extended period.

Promotion: DITU has a yearly performance review process, in which the performance of all the employees is reviewed on a yearly basis. In case of deserving candidates, a committee appointed by the Chancellor reviews the faculty members at regular intervals and recommends eligible candidates for promotions. The recommendation is forwarded to the Chairman, BoG for approval.

University Statutes are well framed and have well demarcated guidelines to achieve overall quality assurance and excellence. The SOPs framed helps to monitor and implement all mandatory processes to maintain and enhance the teaching quality, both in terms of delivery and assessment. Remedial measures are meticulously taken to minimize any type of potential damage or negligence to have an operative and conducive academic environment.

File Description	Document
Link to Organogram of the University webpage	View Document

6.2.3 Institution Implements e-governance covering following areas of operation

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

Response: A. All of the above

File Description	Document
Screen shots of user interfaces	View Document
ERP (Enterprise Resource Planning) Document	View Document
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View Document
Link for additional information	View Document

6.3 Faculty Empowerment Strategies

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

Response:

DIT University strongly believes in overall employee welfare and satisfaction. The University has policies and processes in place for regular performance review of its employees. The service rules are well documented and are regularly reviewed for modifications to incorporate welfare measures in the interest of employees and overall improvement in the work culture.

For Teaching Staff:

- 1. Robust Performance-based Appraisal System** - The DITU faculty performance-appraisal system incorporates evaluation across three broad categories – Section A (Teaching), Section B (Research, Publications, Grants & Consultancy), and Section C (University & Community Service). Performance is measured through a meticulous scoring methodology. Based on this, the performance of faculty members are categorized as Significantly Exceeding Expectations (SEE), Exceeding Expectations (EE), Meeting Expectations (ME) & Below Expectations (BE). The appraisal is done through a transparent process by their supervisors (Directors/Deans/Heads) and approved by the Vice-Chancellor.

An indigenous online monitoring system - AEIS (Academic Excellence Information Systems) has been recently implemented to track and record the research-based contributions of DITU faculty.

- 1. Promotional Avenues** – The promotion policy of the institute is duly designed to cater to the professional progression of its employees. In addition to the annual appraisal, the promotion process is also conducted annually.
- 2. Welfare Measures** – The following welfare measures are in place for both the teaching as well as the non-teaching staff members of the University.

For Teaching Staff:

- 1. Seed Research Grant** - A one-time grant awarded to young faculty members for initiating their research work, thereby facilitating them to develop a robust research proposal for submission to external funding agencies.
- 2. Research Incentives** - A robust incentive policy for rewarding research publications with high Impact factors published in peer-reviewed journals.
- 3. Funding of FDPs** – Allocation of Professional Development Grants for facilitating participation in FDP's/Workshops/Seminars/Conferences etc.
- 4. Academic/Study Leave** – Provision for faculty participation in exchange programs/higher studies/post-doctoral work in institutions of excellence.
- 5. Flexible Working hours** for faculty to promote better research engagement.

For Teaching & Non-Teaching Staff:

- **Employee Provident Fund and gratuity** - as per provisions of Employee Provident Fund Act, 1952 and the Gratuity Act, 1972
- **Employee Insurance and ESIC coverage** - Group Medical Coverage and Accidental Death Insurance of Rs 5 Lakh for all full-Time employees and ESIC coverage as per the Employee State Insurance Act, 1948.
- **Maternal/Paternal Benefits** - Provision of Maternity & Paternity Leave for all eligible employees as per service rules.
- **Travel Policy** - A clearly defined travel policy is in place to facilitate employee's official travel/accommodation requirements.
- **Subsidized travel facility** to all employees for travelling to the University.
- **Fee Concession to all employees and their wards** who want to pursue studies within the University.

The University identifies performance excellence through yearly awards and recognitions such as award for teaching excellence, award for research excellence, Long Service Recognition etc. The University has a clear 'Equal Rights to all' policy where no discrimination is made based on gender, caste, colour, faith, or creed.

As a responsible organization, DITU disbursed full salary to its employees during the COVID-19 pandemic.

6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years.

Response: 21.41

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

2021-22	2020-21	2019-20	2018-19	2017-18
131	52	4	51	40

File Description	Document
Details of teachers provided with financial support to attend conferences, workshops etc. during the last five years (Data Template)	View Document
Link for Additional Information	View Document

Other Upload Files

1	View Document
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6.3.3 Average number of professional development / administrative training Programmes organized by the institution for teaching and non-teaching staff during the last five years.

Response: 54.8

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

2021-22	2020-21	2019-20	2018-19	2017-18
71	36	56	52	59

File Description	Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centres)	View Document
Reports of Academic Staff College or similar centers	View Document
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View Document
Link for Additional Information	View Document

6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course).

Response: 55.39

6.3.4.1 Total number of teachers attending professional development Programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
200	161	152	118	88

File Description	Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View Document
IQAC report summary	View Document
Details of teachers attending professional development Programmes during the last five years (Data Template)	View Document
Any additional information	View Document
Link for Additional Information	View Document

6.4 Financial Management and Resource Mobilization

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

Response:

The University's funds are mobilized mainly from the following sources:

- Domestic student Tuition and other fees
- International student Tuition and Other fees
- Interest on FDs and Saving accounts
- Funds through research grants and consultancy
- Skill Development Programs, training/workshops and events
- Extending, on payment basis, Institute facilities for Conducting Exams by external agencies
- Rent from establishments which provide student amenities

Domestic Student Fee: The University's major receipts come from the fee collected from the domestic students.

International Student Fee: DIT University admits international students (mainly SAARC countries) and this has shown an increase year on year. This diversification helps in bringing about an international culture on campus apart from generating additional funds.

Interest from Fixed Deposits and savings account: DIT University maintains saving accounts for all fee collection. The amount received in excess to the monthly expenditure requirement is kept in FDs to earn better interest for a period until the same is required for expenditure.

Earnings from Consultancy and Projects: The funds received by faculty through research grants are used to upgrade research facilities. University has received funds from various agencies such as UCOST, FIST, SERB, DST, NIMAT, and DRDO. The revenue generated through consultancy by faculty is limited at present. DIT University is strengthening the Research and consultancy Department to achieve larger resource mobilization through these avenues.

Other sources of income: (i) through various Skill development/training programs of Central and State

Government (ii) lease of infrastructure to various Government and Non-Government bodies for conduct of examinations, special trainings etc., and (iii) Rent from establishments which run student amenities such as cafeteria, stationery store etc. for using the institute premises.

Strategy for mobilization and optimal utilization of resources:

- Departmental budget plans for the next financial year are invited from all the HODs and heads of admin units around December every year. The same is scrutinized by the Deans, Directors, Pro-Vice Chancellor and then presented to the Vice Chancellor.
- Consolidated annual budget is prepared taking into account the proposed departmental budgets and in line with the revenue.
- Once the budget is approved by the Finance Committee, the allocated budget is communicated to the different departments.
- There is a detailed Purchase policy mentioning the delegation authority matrix along with amount slabs for each level, up to which the utilization/ mobilization can happen. Purchase orders or service orders are issued using a competitive tender process. After the approval process, the POs/SOs are issued.
- Once material or service is received as per the terms of the POs/SOs to the satisfaction of the University, invoice for the same are booked in ERP and payment is processed accordingly.
- Major capital expenditures are approved by the Chairman, BoG.
- The expenditure is monitored on a quarterly basis so that optimum utilization of funds is ensured.

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

Response: 0

6.4.2.1 Total Funds / Grants received from government bodies for development and maintenance of infrastructure (not covered under Criteria III and V) year wise during the last five years (INR in Lakhs).

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Details of Funds / Grants received from government bodies during the last five years (Data Template)	View Document

6.4.3 Funds / Grants received from non-government bodies, individuals, philanthropists during the last five years (not covered in Criterion III and V) (INR in Lakhs)

Response: 0

6.4.3.1 Total Grants received from non-government bodies, individuals, Philanthropers year wise during the last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in prescribed format	View Document

6.4.4 Institution conducts internal and external financial audits regularly

Response:

DIT University regularly conducts internal and external audits through qualified auditors. The University follows the below mentioned process for managing its finances –

a) Internal Audit:

- Internal Audit is regularly conducted by the internal Audit Team of the group. This team headed by a qualified Chartered Accountant ensures that the University maintains its books of accounts, follow the guidelines of the UGC, Income Tax Department, Registrar of Societies, etc.
- The Audit Team has defined formats on which they regularly seek information from the University's Accounts Department. In addition to this, physical audit of the books is also being carried out periodically.
- Further, The Internal Audit Team continuously, gets the checks and control measures implemented in the ERP which in itself does regular audit of each transaction. All the policies pertaining to purchases, advance tax deductions, compliances have been configured in ERP, which leaves little room for any errors.

b) External Audit:

- External Audit of the University is done by the external Statutory Auditors. The external auditors conduct quarterly audit of the books of accounts of the University and give their report to the management after each audit. The main objective of the quarterly audits is to check the books at regular intervals and also advise the finance team and the University of Various Changes in the applicable laws.
- The auditors are explicitly responsible to check the tax liabilities of the University and verify whether the payment of the same has been done on time. At the end of the financial year a final audit is done and once all the issues are resolved, the books of returns is finalized and submitted with the authorities.
- The University maintains all its books of returns in ERP and other statutory documents. All financial decisions of the University are recommended by the Finance Committee, finally approved by Board of Governors.

With the above practice, the University follows a stringent audit system and complies with all statutory obligations.

6.5 Internal Quality Assurance System

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

Response:

The Internal Quality Assurance Cell (IQAC) in DITU was established in the year 2014. Based on changing trends in education, policy changes initiated by Government bodies and stakeholders' feedback, the potential quality initiatives and improvements are tabled, discussed, and debated in the IQAC meetings for further implementation, provided these initiatives are found to have potential for improving quality. The primary focus, indeed, is to have a curriculum that remains relevant to the needs of the industry as well as society by extending more choices and flexibility in course and program offerings.

Adoption of Choice Based Credit system (CBCS) in academic year 2017-18 and Fully Flexible Choice Based Credit System (FFCBCS) in academic year 2020-21 for majority of the programs offered in DITU highlights the significant improvements brought at both the course as well as program levels.

While CBCS enabled DITU to offer cutting edge and industry relevant courses such as Cloud Computing, Machine Learning, Cyber Security, Business Analytics, Digital Marketing, Big Data, Environmental Science, Internet of Things etc., the introduction of FFCBCS in AY 2020-21 has taken the number of course choices and flexibilities to whole new level with more emphasis on practical components. Engineering Students, today, can choose courses from eleven different baskets comprising of Language and Literature, Engineering Sciences, Free Electives, Humanities Electives, Ability Enhancements etc., enroll for minor in other disciplines along with their core program, choose their preferred faculty and time slot of their course engagements.

IQAC meetings also ensures that stakeholder feedback and course as well as program outcome attainments are put up for review, discussions, and improvements. The detailed program and course outcome attainment reports are analysed to identify areas of strength as well as key focus areas for improvement. The observations are then shared with departments to take appropriate course of action through their respective Boards of Studies meetings. The improvements relate to:

1. Bringing changes in curriculum, content delivery, assessments etc.
2. Adding or dropping courses from a program
3. Updating pre-requisite courses
4. Revising course outcome descriptions

IQAC review meetings have also identified the need to be completely transparent in student assessments. A decision, in one of IQAC meetings, was taken to show students their evaluated end-term answer scripts. This has led to a major reduction in student grievances for revaluation of answer sheets.

In order to increase the efficiency, DITU has been continuously investing in technological solutions which also make processes and systems transparent and effective for all stakeholders. From SAP based ERP in 2013-14 to Academia ERP in 2021-22, most of the academic processes such as admission process, course registration, result display, print mark sheets, managing Outcome Based Education, capturing student feedback etc. are online to the utmost convenience of students and faculty. In addition, DITU also has Microsoft Team (MS-TEAM) as its Learning Management System (LMS) which facilitates sharing of course content (Lecture notes., PPTs, E-books, articles etc.), taking online assessments (quizzes, assignments, open book exams etc.), creating Online Video Content, mentoring online etc.

File Description	Document
Link for Additional Information	View Document

6.5.2 Institution has adopted the following for Quality assurance 1. Academic Administrative Audit (AAA) and follow up action taken 2.Confernces, Seminars, Workshops on quality conducted 3. Collaborative quality initiatives with other institution(s) 4.Orientation programme on quality issues for teachers and students 5. Participation in NIRF 6.Any other quality audit recognized by state, national or international agencies (ISO Certification, NBA).

Response: A. Any 5 or more of the above

File Description	Document
Upload e-copies of the accreditations and certifications	View Document
Upload details of Quality assurance initiatives of the institution (Data Template)	View Document
Any additional information	View Document
Paste web link of Annual reports of University	View Document
Link for Additional Information	View Document

6.5.3 Incremental improvements made for the preceding five years with regard to quality (in case of first cycle), Post accreditation quality initiatives (second and subsequent cycles).

Response:

Some of the important improvements made during the last 5 years are:

Academic Year 2017-18

- Eighty eight faculty members attended professional development programs, 40 faculties were provided financial assistance to attend conferences / workshops, 59 in-campus professional development/ administrative training programs organized for teaching and non-teaching staff

- Introduction of e-books in library for 24 x 7 access in online library system.
- Seed money projects of Rs.5.50 Lakh were granted.
- Fifty three valued added programs, 07 capability enhancement modules and 16 workshops were organized
- The University organized 77 extension and outreach programs

Academic Year 2018-19

- Research grant received to the tune of Rs. 45.58 Lakhs.
- 118 faculty members attended professional development programs, 51 faculty members were provided financial assistance to attend conferences / workshops and get memberships of professional bodies, 52 in-campus professional development/ administrative training programs organized.
- 180 research papers were published by faculty members in Scopus/WoS journals
- 14 Gender Equity programs were organized.
- Seed money projects of Rs.2 Lakhs were granted
- 57 valued added programs, 30 capability enhancement modules and 18 workshops related to guidance for competitive exams and career counselling organized
- The University organized 108 extension and outreach programs.

Academic Year 2019-20

- QS-E-LEAD certification for its readiness for online teaching-learning and assessment processes, rated in 'DIAMOND' category overall for quality education, rated "DIAMOND" in faculty quality by QS-IQUAGE.
- AAA star rating in its academic and administrative audit
- Established five major centers of excellence for research.
- Adopted five villages nearby under Unnat Bharat Abhiyan.
- 152 faculty members attended professional development programs, provided financial assistance to 45 faculty members to attend conferences / workshops and get memberships, organized 56 in-campus professional development/ administrative training programs

Academic Year 2020-21

- Implemented Fully Flexible Choice Based Credit System (FFCBCS)
- The University provided financial assistance to 52 faculty members, facilitated 160+ faculty members to attend professional development programs and organized 35+ in-campus FDPs / workshops / seminars / webinars, etc. for teaching and non-teaching staff.
- Six new academic collaborations / MoU's were signed.
- Faculty members published 254 research papers in Scopus/WoS indexed research papers, 145 research papers in indexed national / international conferences, books published and Chapters in edited volumes, published 41 patents and got grant for 04 patents.
- Five research projects worth Rs. 24.12 lakhs funded by agencies such as SERB-DST/DRDO/TEQIP-UTU/DIT-seed money/ACYP-NEST completed.
- 3000 e-resources were added to Central Library

Academic Year 2021-22

- 130+ faculty members were provided financial assistance to attend conferences / workshops , 70+ FDPs/workshops/seminars/webinars conducted for teaching and non-teaching staff and 197+ faculty members attended professional development programs
- Faculty members published 48 patents (got grant for 08 patents), 352 research papers in Scopus / Web of Science Indexed Journals, 182 research papers in indexed national / international conferences, books published and Chapters in edited volumes.
- Organized Internal Auditors training under ISO 21001:2018, through BSI, New Delhi.
- Deployment of new ERP called 'Academia' to cater to the academic flexibilities which were introduced as part of FFCBCS.
- Seed grant of 38.98 Lakhs has been granted to the faculty members.

File Description	Document
Link for Additional Information	View Document

Criterion 7 - 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 last five years.

Response:

DIT University facilitates a working culture that is gender sensitive across the University among students, faculty, and staff. It is embedded in fabric of the University to nurture, support, and provide a gender-sensitized atmosphere at all levels of functioning. Various events like International Women's Day, NCC Camps, Seminars, Guest Lectures, and Workshops on gender equity and sensitization takes place at DITU throughout the year. Gender sensitization and related courses are part of the curriculum of Degree programmes and are offered to students as open/domain electives.

Equal opportunities are provided to both boys and girls to participate in extra and co-curricular activities. DITU organizes cultural programs emphasizing the significance of women and their immense contribution to societal development on various national/local occasions. Some of the key initiatives taken by the University over the past few years include the following:

Scholarship for Girl students – DITU offers a scholarship of 10% as a tuition-fee waiver to all meritorious girls who have scored above 80% in X & XII classes and maintain a CGPA of 8.5 and above every year.

11 UK Girls Battalion at DIT University – DITU has one of the finest NCC cadet groups in the state, for which it has been commended repeatedly at the state level. The extraordinary cadets are also awarded on the Day of the award function. Six girls were felicitated on 28th October 2021. The battalion conducts parades on all important occasions like Independence Day & Republic Day. One girl cadet from DITU battalion also represented the state and came third amongst 530 cadets, and received a medal from Hon'ble PM Shri Narendra Modi at the Republic Day Parade in New Delhi in 2021.

The efforts of the University to ensure an equitable gender ratio have shown promising outcomes, with the percentage of female staff and students seeing an increase of more than 10% over the last five years.

DITU also conducts various programs to sensitize all its stakeholders on issues related to diversity and equitability. A summary of the activities which have been conducted over the past few years is provided below:

2021–2022

Seminars/workshops/lectures on the following topics were organized:

- Verbalize Your Emotions [Boys] (17th August 2021)
- Men Mental Health Matters (15th September 2021)
- International Men's Day (19th November 2021)
- Educate. Empathize. Unlearn – Gender Sensitization (December 2021)
- Know Your Worth – Say No to toxic relationship [session with Girls] (22nd February 2022)

- Know Your Worth – Say No to toxic relationship [session with Boys] (24th February 2022)
- International Pink Day [Awareness of Bullying of LGBTQ Community] (08th April 2022)
- Break Gender Stereotypes around Career Choices (18th April 2022)
- Support group session (students)

2020 – 2021:

- International Men's Day (19th November 2020)
- International Women's Day (08th March 2021)
- Gender Stereotypes & Mental Health (29th May 2021)

2019 -2020:

- International Women's Day (07th March 2020)
- International Pink Day – Awareness of Bullying & Discrimination based on Gender [LGBTQ Community] – (08th April 2020)
- Men's Mental Health Awareness Week (19th June 2020)

File Description	Document
Specific facilities provided for women in terms of: a.Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	View Document
Annual gender sensitization action plan	View Document

7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

- 1.Solar energy
- 2.Biogas plant
- 3.Wheeling to the Grid
- 4.Sensor-based energy conservation
- 5.Use of LED bulbs/ power efficient equipment

Response: A. 4 or All of the above

File Description	Document
Geotagged Photographs	View Document
Any other relevant information	View Document

7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- **Solid waste management**
- **Liquid waste management**
- **Biomedical waste management**
- **E-waste management**
- **Waste recycling system**
- **Hazardous chemicals and radioactive waste management**

Response:

Solid Waste Management

To handle solid waste, DITU has undertaken several initiatives:

- More than 1000 bins are installed on campus to handle solid waste such as paper, plastic & metal cans, newspapers, cardboard drop-off and organic waste are systematically collected and disposed off through corporate tie-up with Municipal Corporation of Dehradun.
- Food waste generated is disposed through waste collecting agency which is further used for consumption of animals at piggeries with whom an agreement has been signed.
- DITU recognizes the importance of its role in working with its supply chain and waste collection authorities and therefore collaborates with them.

Liquid Waste Management

The Average water usage in the campus is 450 KLD. DITU has taken several steps for its efficient usage of its water resources mentioned below:

- Water timing schedules, frequent checks & maintenance drills etc. are done for efficient use of water. It also helps in avoiding overrun of water. Hence we use “ZERO” discharge method.
- The University has two Sewage Treatment Plants (STP) of 500 KLD, and 265 KLD capacity to treat the sewage water in the campus which is used for watering the gardens, green areas, maintaining lawns and flushing of toilets in designated areas.
- The STP has an Ultra Water Treatment Plant of 1,00,000 Ltrs per day, this ultra-filtered water is recycled for the use in the flush tanks of designated buildings of the campus.
- The sludge settled in the STPs is removed twice a month process and is composted and used as manure for the gardens.

Biomedical Waste Management

We have entered into an agreement with the authorized agency of Uttarakhand Govt. named MPCC (Medical Pollution Control Committee).

- BMW applies to our Infirmary on campus, Animal House, Department of Pharmacy and Department of Chemistry.
- The frequency is managed around 3 times a week as per the need of the department's waste generation.
- The proper disposal and segregation is maintained as per the protocol

E-Waste Management

As per guidelines from Uttarakhand Pollution Control Board (UKPCB), the e-waste is being recycled through authorized e-waste management units in accordance with-waste management rules 2016. The outdated e-waste is regularly collected from source points and sent to e-waste storage room (size: 20ft x10 ft) in the campus every 6 months. The stored e-waste is then disposed to government authorized recycling companies.

Waste Recycling System

As we claim and maintain “ZERO discharge” we are able to use 250KLD per day for irrigation of our green land. The necessary signages have been placed on each tap where the grey water (Recycled water is supplied) outlet is provided to avoid any damage or infection to our students, faculty and staff members.

Hazardous Chemicals and Radioactive Waste Management

The hazardous chemicals including chemical solvents are collected from the respective departments, using solvent collectors. These solvent collectors are held in a barrels in between 20 litres, and these barrels are disposed periodically by authorized vendor. However, there is no use of radioactive chemicals in the campus.

File Description	Document
Geotagged photographs of the facilities	View Document

7.1.4 Water conservation facilities available in the Institution:

- 1. Rain water harvesting**
- 2. Borewell /Open well recharge**
- 3. Construction of tanks and bunds**
- 4. Waste water recycling**
- 5. Maintenance of water bodies and distribution system in the campus**

Response: A. Any 4 or all of the above

File Description	Document
Geotagged photographs / videos of the facilities	View Document
Any other relevant information	View Document

7.1.5 Green campus initiatives include:

- 1. Restricted entry of automobiles**
- 2. Use of Bicycles/ Battery powered vehicles**
- 3. Pedestrian Friendly pathways**
- 4. Ban on use of Plastic**
- 5. landscaping with trees and plants**

Response: A. Any 4 or All of the above

File Description	Document
Various policy documents / decisions circulated for implementation	View Document
Geotagged photos / videos of the facilities	View Document

7.1.6 Quality audits on environment and energy are regularly undertaken by the Institution and any awards received for such green campus initiatives:

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

Response: A. Any 4 or all of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	View Document
Certification by the auditing agency	View Document
Any other relevant information	View Document

7.1.7 The Institution has disabled-friendly, barrier free environment

- 1.Built environment with ramps/lifts for easy access to classrooms.**
- 2.Divyangjan friendly washrooms**
- 3.Signage including tactile path, lights, display boards and signposts**
- 4.Assistive technology and facilities for 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**

Response: A. Any 4 or all of the above

File Description	Document
Policy documents and information brochures on the support to be provided	View Document
Geotagged photographs / videos of the facilities	View Document

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 500 words).

Response:

Equity, Diversity, and Inclusiveness form the pillars of our University's core values, enabling sustainable and respectful harmony, cohesion, long-term organizational effectiveness, and progress. DITU practices equal respect for all cultures and traditions. Among its students, faculty, and staff, it promotes a sense of harmony, belongingness, and courage to embrace diversity (be it gender orientation, socioeconomic status, region, or religion) to serve society by creating a non-discriminatory, safe, and pleasant environment. Recruitments are made purely on merit, without bias on the candidate's caste, creed, gender, and financial condition. Below are some examples of the initiatives taken by DITU.

DITU is a multi-ethnic, pluralistic, and inclusive campus and advocates the same through its work culture, policies & actions. Its student fraternity and educators belong to various parts of the country and neighborhoods, bringing diversity to the University campus. At DITU, all festivals which nurture brotherhood and belongingness are celebrated with equal fervor. Celebrating festivals like Holi, Diwali, Christmas, Lohri, Ramadan, etc., every year is a constant on campus. Students are given fasting meals during Ramadan, and a special meal is provided at every festival to the hostel residents. Initiatives are taken to manifest different cultures and traditions and instill the feeling of oneness in all.

The University is an ethnic mosaic, evident from the events organized to promote different cultures and traditions. Cultural Literacy Awareness Committee hosts competitions like lantern making, painting, and Art Mela to celebrate Diwali, Guru Nanak Jayanti, and Durga Puja. The local chapter of SPIC MACAY organizes cultural events to celebrate and sensitize both students and employees to the culture of the different parts of the country. In 2022, NSS Council conducted a traditional Dress Competition for students. DITU organizes the inter-institute techno-cultural fest *Youthopia* every year with a plethora of events in each domain, spread over three days. In these cultural festivals, efforts are made to present the nation's rich cultural diversity through performances, competitions, etc.

At DITU, major national festivals like Republic Day, Independence Day, etc., and birth anniversaries of eminent freedom fighters are observed with great zeal and dignity.

The diverse population at DITU brings forth a multilingual ambiance. International and National students speaking their mother tongue are given special English classes, guidance, and support in barrier-free learning. Foreign Languages classes are also held in the University for students and educators to make their fraternity versatile and polyglot. The University also observes Hindi Divas yearly to promote the national language.

Newly joined students are given induction sessions (Diksharambh) to support adjusting to the new environment and getting familiar with people from different regions, religions, and cultures. Insightful sessions on gender equity and diversity are frequently organized at DITU.

The University has adopted *five villages*, where the campus community is involved in many ways to uplift the inhabitants of the villages. During the COVID-19 pandemic, food packets, sanitizers, medicines, masks, and other necessities were distributed throughout the lockdown.

7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).

Response:

- The University organizes various programs & undertakes different initiatives to sensitize students and employees to the constitutional obligation.
- Indian Constitution, Ethics & Self Awareness, Environmental Science & Human Values are part of the curriculum. The University encourages the students and teachers to participate in the various events organized at the school and University levels.
- In association with USACS (Uttarakhand State AIDS Control Society), DIT University celebrated World Blood Donor Day on the University premises. The students & teachers' fraternity donated blood on campus and outside during the blood donation camp.
- Center of Excellence in Land, Air, and Water (COE-LAW) – DIT University (DITU), in collaboration with Uttarakhand Pollution Control Board (UKPCB), Dehradun celebrated World Environment Day.
- Events enhancing social, linguistic, economic, cultural, political & ethnic diversity were organized regularly. Some examples of events are Plantation drives, Swachh Bharat Abhiyan, and International Biodiversity Day.
- The University organizes guest lectures, workshops, symposiums, and webinars, by eminent speakers through a hybrid mode. Guest lectures are periodically held on topics like the Right to Information, Sexual Harassment, and Gender Equity.
- The University celebrates Swami Vivekananda Jayanti, Netaji Subhas Chandra Bose Jayanti, Dr. Ambedkar Jayanti, Gandhi Jayanti, Rashtriya Ekta Diwas, and World Student Day, etc. to inspire students & spread harmony across the nation.
- To inculcate honor towards the nation and to get inspired by great visionaries, DIT University organizes International Day of the Girl Child, Fit India, Himalaya Diwas, International Yoga Day, Swachhta Pakhwada, Army Day, etc.
- The University hoists the flag on 26th January & 15th August on the auspicious occasion of Republic Day & Independence Day. Eminent national & state-level speakers are invited to enlighten us regarding the execution of the Indian Constitution after independence and the struggle of our freedom fighters to break the shackles of foreign occupation.

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.

- 1. The Code of Conduct is displayed on the website**
- 2. There is a committee to monitor adherence to the Code of Conduct**
- 3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff**
- 4. Annual awareness programmes on Code of Conduct are organized**

Response: A. All of the above

File Description	Document
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	View Document
Code of ethics policy document	View Document

7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).

Response:

The University celebrates/organises national and international commemorative days, events, and festivals such as Republic Day, Martyr's Day, International Women's Day, Kargil Vijay Diwas, Independence Day, Teachers Day, Gandhi Jayanti, Sadbhavana Diwas, International Peace Day, in solidarity with the noble thoughts behind the cause/event. These are celebrated involving students, faculty, non-teaching staff, alums, and activities appropriate to the occasion.

National commemorative days such as Republic Day on 26th January and Independence Day on 15th August are celebrated with the unfurling of the National Flag in the presence of Students, Staff, and NCC cadets along with chanting of the National Anthem and address by dignitaries.

Commemorative Days of birth and death anniversaries: The University, with its secular outlook, respects and celebrates diversity, including diverse ideological and cultural views. Various programmes, including seminars, guest lectures, talks, and quizzes, are organised to remember the great icons and understand the significance of their ideas and contributions. Teachers' Day is organised annually to commemorate Dr. Sarvepalli Radhakrishnan's birth anniversary on 5th September. On 30th January, Martyrs' Day is commemorated with observance of silence. Coinciding with the birth anniversary of Sardar Vallabhai Patel, the University organises Sadbhavana Day. The School of Sciences celebrates and commemorates the lives and achievements of celebrated national and international scientists. International Peace Day is celebrated on 21st September as per the recommendation of the United Nations.

International Women's Day is celebrated across the Schools on 08th March every year. The World Social Work day is celebrated on 03rd March as a tribute to the contributions of social workers and to encourage individuals, families, communities, and the wider society to be interested in social work. Besides these, World Tourism Day on the 27th September fosters awareness of tourism's social, cultural, political, and economic value. Engineer's Day is observed on 15th September by the School of Engineering and Technology to commemorate engineers' outstanding work and encourage them for further quality innovation.

National Science Day is observed on 28th February to remember the contribution of Sir C V Raman and to encourage youth to understand the aspects of science and develop an interest in it. Environment Day is celebrated on 05th June to encourage worldwide awareness and action to protect our environment. Earth Day (to promote respect for environmental protection), World Book Day is observed on 23rd April to celebrate books and authors and encourage young people to discover the pleasure of reading. International Literacy Day is celebrated on 08th September to promote the importance of literacy. International Yoga

Day is celebrated on 21st June to promote individuals' physical and mental health and wellbeing.

National Youth Day is observed on 12th January to honour the ideals and thoughts of Swami Vivekananda, who had faith in the youth. World Cancer day is celebrated on 04th February to raise cancer awareness and encourage its prevention. Children's Day is celebrated on 14th November. The University also celebrates Mental Health Day on (10th October), Human Rights Day (10th December), and NCC Day (4th Sunday in November).

7.2 Best Practices

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

Response:

Practice-I: Cradle for "Concerted Development"

Objectives of the Practice: DIT University is committed to providing high-quality education to its students. Its motto 'Imagine, Aspire, Achieve' is a guide that propels the University towards excellence. The main objective behind the practice of "Concerted Development" is to enable the students to achieve their full potential in becoming responsible global citizens, ready for the world-of-work, with emphasis on building people of high qualities of mind and character.

Contextual Features: Undertaking such a major responsibility requires transformational change in the mindset of the stakeholders. The students and faculty need to appreciate the importance of life-skills learning and be sensitive to the surroundings and society. DIT University has acknowledged that the following features have to be made integral part of the system:

- Academic excellence - every student is given an equal opportunity, with continuous specialized training to provide the right skill sets to the students and prepare them for the competitive world.
- Rewards & Recognition system, where achievements by faculty and students are recognized and appreciated
- Cultural associations cultivate the 'unity in diversity' mindset - by celebrating all local, national and international festivals and events, thereby training the students to contemplate the importance of diversity, community service, harmony, and togetherness.
- National Service Scheme (NSS) and National Cadet Corps (NCC)
- Cultural and sports Clubs & Societies
- Mental Health & Physical Fitness – Professional and personal counselling, Awareness building
- Students' involvement in the decision-making- Students are made part of the process through formal representations in the Academic Council, BOS, and other Committees.
- Awareness drives, expert talks, workshops, and debates on issues like development and its impact on the environment, sustainable development goals, gender sensitization, societal evils like drugs, internal and external political issues, etc.

The Practice: The New Education Policy (NEP -2020) envisages significant changes in the higher education sector, focusing on providing flexibility to students to chart their personal careers depending on

their choices. Its implementation requires the University to be non-rigid in its operations and constantly evolving its curriculum, ensuring adequate importance to contemporary life skills learning. Keeping the broad guidelines and challenges of higher education in mind, we designed the practices with the following critical features:

- Two-week-long orientation cum induction program for all new entrants to ensure students' smooth transition from - "School to University environment." Usually, the challenges encountered are "Cultural and Social" issues addressed by our mentors/advisors.
- Soft skills, personality development, courses on the latest technology, foreign languages, campus to corporate, and sessions throughout the degree program.
- All students at DIT, on average, are given 30 hours of additional training each semester.
- Recruiters often complain that students graduating from colleges are not ready for the world of work and need a lot of training after recruitment before they become 'usable'. Responding to this challenge, DIT University has established an in-house Career Development Centre (CDC) to cater to the needs of the students and bridge the gap between the industry needs and the student's skills set.
- Assessments through AMCAT, E-litmus, etc., are regularly conducted to identify students' aptitude and competence.
- After rigorous selection criteria, CDC entered into MoU with various specialized competitive exam training organizations to prepare students for GATE, GRE, CAT, and Govt. Services Entrance Exams including Defense, Civil Services, etc. The training is being imparted to the students right on campus and at almost 50% reduced cost. This has become highly rewarding for the students.
- In order to motivate the students, the University has conceived a "Reward and Recognition policy" wherein achievers, and needy students are financially rewarded.
- A highly effective student counselling cell is established as part of this practice. Accomplished and experienced counsellors regularly organize events for mental health and wellness. Professional and personal counselling service is available round the clock.
- University conducts competitive events like Tata Crucible, Youth Parliament, Model UN, providing students a platform to develop confidence and imbibe leadership qualities with opportunities to brainstorm global issues.
- DITU believes that learning is not limited to the classrooms. There is a good emphasis on supporting students to participate in extra-curricular activities through clubs and associations. More than 30 different clubs are being managed and run by the students under the guidance of faculty members.
- The career services team provides a one-semester internship for students to gain practical insight into their professional domain. This builds confidence in students to use their knowledge to solve real-life problems.

The Evidence of Success

The University has achieved substantial success since this practice has been put in place at the DITU. The success of this practice is evident from the following outcomes-

- The quantity and quality of placements improved with an upswing in the no. of organizations visiting for placements increasing by 69% over the last 2 years. For the year 2022 placement a highest compensation of Rs. 45.65 LPA for passing out students was achieved, which is nearly a 40% increase in the highest compensation offered.
- High end dream organizations including core engineering organizations like Microsoft, Amazon,

Commvault, JSW, Honda Motorcycles & Scooters India Ltd., L&T, etc. visited the campus for the 1st time offering employment to students

- The average compensation package increased from Rs. 4.8 LPA in the year 2021 to Rs. 5.5 LPA in the year 2022. Also, the number of jobs offered that lie in the range of salary packages of Rs. 08 LPA to Rs. 45 LPA has increased by approx. 38% in the year 2022 as compared to the previous year placements.
- DIT University, Dehradun was awarded as one amongst the Top 10% Engineering Campuses at the National Level for assessment (AMCAT) carried out for the students of Batch 2022. The award was presented by Aspiring Minds. The award was given on the basis of actual performance of DIT students on a standardized test and not on the basis of superficial factors like infrastructure, faculty etc.
- Total 212 students qualified various entrance exams such as GATE, CAT, Defense Services, PSUs, higher education, etc. in the year 2021 & 2022 (including a student securing an AIR-40 rank in GATE) so far and still counting.
- The Career Development Centre, DIT University, promoted student success with additional value-added training on various on-demand technologies that blend career guidance sessions and company-specific technical training, resulting in an increase in the placement percentage of eligible students from 42.3% to 82.3% in the School of Engineering and Technology.
- Employability Assessments by AMCAT, e-Litmus, and Career net were conducted to assess the employability quotient of the students. More than 800 students were evaluated from batch 2021, and about 700 students were evaluated from batch 2022. As a result, in batch 2022, 100% of students who took the employability assessment (AMCAT) scored higher than the national mean average in all modules, and many students were offered jobs through their employability scores.
- The professional support of the student's counsellor has resulted in positive, open and a harmonious environment, thus improving their mental health, well-being and self-esteem.

These encouraging results from a humble beginning give the University the resolve to strive for excellence.

Challenges and Resolutions: The major challenge in adapting this practice were-

- During the initial phase, the major challenge was to motivate the students and create awareness.
- Further, for career development training, the transition from a 100% outsourced model to a hybrid model while improving the quality.
- Maintaining the right balance between the mandatory academic requirements and value-added skills training.
- Designing the curriculum based on the needs of the students and feedback from our recruiters.
- The remedial measures resorted to are as follows-
 - Awareness of the concept is provided right from the induction held during the start of the first year and continuous emphasis on its importance.
 - Periodic assessment for students to evaluate their progression.
 - Selection of the training partners and aligning them towards the goals and objectives of the University
- The University adjusted the regular timetable to accommodate this new initiative.

This concept is dynamic, considering the evolving needs of the recruiters and periodic changes in the exam patterns. Thus, course structure mandates inbuilt flexibility and adaptability.

Based on our experience, the key to the success of the practice is meticulous planning and monitoring in the following areas:

- Creation of an independent center for the development of professional competency.
- Allocation of budget and other resources.
- Assessment of students' potential.
- Investment in technology for e-governance.
- Collaboration and continuous interaction with industry and other stakeholders.

Practice-II: "Faculty Progression and Empowerment"

Objectives of the Practice: Towards achieving excellence in higher education, the Institution needs Progressive and committed faculty, good infrastructure, and governance/ leadership. Faculty development and empowerment are systematically practiced at DITU, which has given rich dividends.

This practice aims to provide opportunities for our faculty to be lifelong learners while instilling leadership qualities, making them role models for the students and society at large. An empowered faculty will contribute towards creating & disseminating knowledge and building students' character, resulting in institutional and the nation's growth.

Contextual Features: Today, there is an estimated higher education faculty demand-supply gap of about 38 per cent in India. The challenge for any institution is attracting and retaining qualified faculty, considering the increased number of public and private universities over the last few years. DITU firmly believes that faculty is the soul of any forward looking institution. Considering this challenge, the University adopted the practice of continuous training and empowering its faculty to be future academic leaders.

The choice of the teaching profession as a career has to be driven by a passion for learning first and then teaching. The decision to be a faculty has to be revered, groomed, and perfected. With a strategic view, the nurturing of the "Faculty" involves,

- Attraction & Retention of Faculty.
- Identifying the gaps in Skills Sets and training and retraining
- Train the faculty on the latest teaching pedagogies and changes in the learning paradigm.
- Enable and empower the faculty to perform to the best of their ability.

Apropos, it is prudent that leadership and governance develops a methodology to foster the above parameters. While Human Resources Management would deal with a few of the above, the major challenge is maintaining the right balance between academic workload, career growth, and capacity building.

The Practice: Attraction and Retention of Faculty have been achieved by:

- Recruitment adheres to a rigorous process, well-tuned to the UGC and other Regulatory stipulations.
- Induction/Orientation Program
 - Awareness Programme related to Rules & Regulations on Professional Conduct, Customs & Traditions of the University

- Roles & Responsibility
- Setting Expectations & Targets
- Align Organizational Goals with Individual aspirations
- Regular Appraisals: Target-based Appraisal includes Self-appraisals and student appraisals of faculty performance. Review and revising of targets are managed at the department level every semester, and the annual reviews are done at the University level. Feedback is given to the individuals confidentially, and follow-up strategies are devised accordingly.
- Benevolent Management Policy contributes towards better retention, keeping the following factors in mind,
 - The numerical strength of teachers vis-a-vis the number of students and Subject-wise student-teacher ratio;
 - Enterprise Resource Planning (ERP) Systems
 - The academic strength of the faculty, blend of experience, and age
 - Create a passion for Research, Consultancy, Innovation, and Patenting through motivation and financial support such as Seed funds.
 - A dedicated Teaching Learning center to conduct regular programs in newer pedagogies, experience-sharing, etc.
 - Faculty Development and Management Development Programmes by the departments
 - An Online Academic Excellence Information System for recognition, transparency, accuracy

The process of empowering faculty and simultaneously enhancing their skill sets is summarized as:

- Promote decentralized functioning and Participative Management. Streamline the functions with the help of the Committee and Sub Committees. The Dean of Academic Affairs and his team prepares the academic Schedule, registration in courses etc. The Discipline Committee, under the Chief Proctor, oversees matters of discipline, The Controller of Examinations manages examinations and result preparation.
- Teacher Student Connect (Mentor-Mentee). Formal and informal interactions are prevalent.
- Students are also involved in formulating goals set by their respective mentors. Clarity of Goals and academic targets helps students to evolve an action plan. Regular interaction between students, parents, and faculty members bridges the gap to resolve academic and non-academic ambiguities.
- **Research Promotion**
 - Non-PhD faculty are encouraged to register for Ph.D. upon joining the University.
 - All faculty members are advised to take up investigatory and action research projects to develop research and inquiry skills/competencies. The areas of research would generally be in their areas of specialization or as identified by University.
 - Teachers are supported to attend seminars, conferences, workshops, and refresher courses and collaborate with industry and academic experts to assist in the process of sharing their knowledge and experience with peers
 - Expeditious processing of research projects, seed money, special grants for all kinds of research activity (including reimbursement for attending conferences/ workshops/ seminars), and merit-based incentives to faculty.
 - Facilitative measures have been augmented for University-industry cooperation
 - Consultancy Policy
 - Incentives (through financial rewards and recognitions) for research publications in journals

of repute and sponsored research funding from outside agencies are granted

Evidence of Success and the Impact of the Practice

- Decentralized functioning and Participative Management (Job Enrichment): Zero tolerance on mandatory enforcement and strict adherence to the academic calendar.
- Regular appraisal and feedback has resulted in better matching of individual aspirations with the University goals.
- Improvement of teamwork and overall performance in every sphere of activity
- Research Promotion through the following measures has seen significantly better performance by faculty
 - A large number of faculty registered for the Ph.D. Programme.
 - Seed Money for starting research
 - Establishment and functioning of 6 Centers of Excellence in the fields of (i) Internet of Things (IOT), (ii) Artificial Intelligence and Robotics (CAIR), (iii) Industrial Automation and Robotics (IAR), Materials and (iv) Nano Engineering Research (MNER), (v) Advanced Functional Smart Materials Laboratory, (vi) Land, Air, & Water (Environmental Sustainability-LAW)
 - More than 1100 Publications in the last five years. h-index 37, Scopus and Web of Science.
 - More than 550 Conferences and Seminars attended by Faculty
- Teacher- Student Connect (Mentor-Mentee)
- Greater student participation in University activities.
- Early resolution of Grievances, if any.
- Improvement in performance of students and overall results
- Better placement ratio and high-end placements

Challenges and Remedies

Challenges:

- The challenges are more pronounced in some disciplines where the talent supply is limited. The University has to compete with more established research Institutions and Industries in terms of salary and other benefits.
- Being a private University, the University can provide limited support funds to the faculty as compared to established government Institutions,
- Access to government funding for research is limited
- Attracting qualified senior faculty and their retention.
- The correct balance between Work Load and Career aspirations
- Aligning Organization's goals and Individual Aspirations with changing regulations and societal expectations.

Remedial Measures:

- Periodic review of Compensation structure
- Performance appraisal and promotion reviews on yearly basis
- Introduction of Rewards & Recognition Policy
- Allocation of additional annual budget to build research infrastructure to support Centres of

Excellence.

- Creating Teaching focused' and 'Research Focused' faculty categories

File Description	Document
Best practices in the Institutional web site	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Use of Technology as a Force Multiplier

DIT University has a clear-cut vision to be a technologically advanced campus and implement IT-based tools in all its operation. Primarily a Technical University campus with over 80% of students pursuing higher education in Science, Technology, and Engineering & Management (STEM) based programs, it becomes imperative to put best practices in place to make stakeholders tech savvy. In today's world, our firm belief is that appropriate and contemporary use of technology shall provide impetus to the future growth of DIT University. Considerable investment has been made in this direction in the last five years.

The deployment of IT resources ensures utilizing resources optimally for academic Curriculum Design and Delivery, research as a mode of knowledge creation, office functions (administrative and logistics), and green initiatives. The application of Technology at DIT is best demonstrated in the following areas on campus:-

Technology in Academics: Technology in the Academic environment has positively impacted Teaching & Learning, Assessment & Attainment Process.

We understand that in the contemporary education system, the focus from Guru-Shishya *parampara* on the teaching, learning, and evaluation process has shifted to Outcome Based Education (OBE). A Learning Management System (Initially Moodle, and then MS Teams) along with an ERP system has been implemented to evaluate PEOs, POs, PSOs, and COs and measure the desired attainment during class participation.

Technology in University Governance: DIT University has moved its operations into a robust ERP system. Initially installed through SAP, it was recently moved to 'Academia'. Currently, all the University's major functionalities, viz. Student life cycle Management, HR practices, Examinations, back office operations, hostel and transport management, infirmary, feedback, and documentation management is being maintained through the ERP system. This has provided a lot of transparency in the process and builds stakeholders' trust. The University is able to manage its data and records in a much more effective and efficient manner.

One significant achievement after the ERP implementation was integrating students' merit cum means

scholarship with admissions and its timely disbursement. The parents/guardian can monitor their ward's performance remotely.

Technology Incubation: DITU's endeavor to promote research and development needs viable technology support. Initiatives have been taken to set up research laboratories and Centers of Excellence in niche areas to create knowledge, Product Design & Development and provide training in advanced technologies. The centers are established in collaboration with industry and academic partners. Support has been received from DST, SERB, DRDO, UCOST, and others to strengthen it further. The foundation for the expansion has been laid through the Centre of Innovation, Incubation, and Entrepreneurship & Start-up (CIIES), to encourage innovations and startups among students & Faculty, and technology transfer to industry for commercialization can be supported.

Partnerships with IBM, Oracle, Coursera etc. has been built to enrich the curriculum and for faculty development in advanced technologies.

Technology in Campus Management: DIT University is conscious of national priorities of the environment & its sustainability. The University has installed Sewage Treatment Plant on campus to ensure zero discharge. The initiatives for energy conservation include Solar Panels for Electricity, Solar Water Heating systems, and the use of LEDs. Most viable technologies are in place for a clean & green campus in line with Swachha Bharat Abhiyan. This has resulted in energy savings of almost 54%.

Knowledge Resource Facilitation: The University avails the National Knowledge Network connectivity such as NPTEL, Virtual Lab, etc. The latest version of Libsys 10 software, an Institutional digital repository using open-source software called DSpace, has been installed for developing an electronic database on theses, dissertations, and faculty publications, Audio Visual Lab (Media Centre) for preparation of Teaching & Learning content. Archival and Retrieval of Reference material. Computerized Library with Library Software, Online Public Access Catalogue (OPAC), CAS & SDI Services, Institutional Repository, DSpace, and Online Readers Advisory Services-SAP are a few facilities where technology is at the forefront. Technology to promote ethical practices is ensured by the use of Turnitin Software for plagiarism checks and monitoring. All project reports, dissertations, and thesis at the UG, PG, and Doctoral levels are checked to maintain ethical standards. In addition, the University has invested in keeping a connection with its Alumni through Almaconnect, a web portal.

Conclusion:

DIT University has adopted IT as an integral part of its operations, which has resulted in greater efficiency, timely decision making and improved transparency. In line with the vision of the University and the "Digital India" initiative of the Government of India, DIT has systems in place to attain fully user-friendly digitization of all its processes. Based on the experience, the University is looking at few more initiatives, such as a Student's Campus Progression Profile Card (CPPC) (to record each student's academic progress, special training, attended internship, field trip records, skills & certification attained, performance on external assessment platforms, community service etc.), an advanced LMS platform, and establishing few high-end smart classrooms.

It is clear that using information technology enhances academic productivity. The adoption of technology in traditional higher education systems has been a challenge, considering the reluctance in acceptance of new technology by teachers, the cost involved, and newer and better technologies being developed on a faster pace. DIT University has done very well in understanding this and has been successful in taking

steps to ensure that there is faster adoption of newer technology, ensuring that all stake holders are adequately trained to achieve improved results.

File Description	Document
Appropriate web in the Institutional website	View Document

NAAC

5. CONCLUSION

Additional Information :

The University has institutionalized the following:

1. 'Promoting Societal values through Harmony & Peace' (A joint project initiative of NFCH and Partnering University for Institutionalization of Consultative Mechanism)
2. The University has establishment Abhigyan Prakoshtha (Teaching Learning Centre) for developing and promoting a responsive and contemporary teaching-learning system amongst the faculty members.
3. The University has established DIT College of Nursing and DIT College of Healthcare Professions (Awaiting approval from respective Regulatory Bodies).
4. Timely conduct of examinations, result declaration and holding University Convocations every year.
5. Well Planned and well implemented Annual Calendar is in place.
6. University follows student's uniform to avoid disparity among students coming from diversified backgrounds and also as a measure of exhibiting a professional outlook.
7. Food Courts and Students Mess' offering hygienic and multi-cuisine food.
8. The University has a vision to make the campus close to 100% residential, for which the University is negotiating nearby land banks.

Concluding Remarks :

DITU is committed to provide quality education to its students pursuing various programs. There is a continuous emphasis on holistic development of students through the right blend of academic, cultural, sports and other extension activities. With the state-of-the-art infrastructure, Industry oriented curricula and experienced faculty members, students are encouraged for self-driven experiential learning by taking up Industrial training, field visits and projects. Collaboration with internationally renowned organizations like IBM, ORACLE and ImaginXP, for curriculum development and expert lectures adds a new dimension to the whole learning environment.

In addition to excellent campus placements, students are encouraged & facilitated for their start-up ideas and entrepreneurship ventures.

The University believes that, through the education it imparts, every student should be supported in achieving her/his full potential. While good number of students succeed getting jobs through campus placements, the University is continuously striving to support other students who wish to go for higher studies or seek jobs in PSUs, defense sector etc. through a targeted approach, preparing the students for competitive exams. The University is also exploring stronger international collaborations to support more students in gaining international exposure through exchange programmes.

One of the hallmark of DITU is being technology driven in its majority of processes for effective e-governance. With implementation of ERP, the students, parents, faculty members and other administrative staff feel empowered as most of the information they need is readily available to them 24 x 7.

DITU conducts quality and administrative audits on a regular basis for assessment of the current status and identify areas for improvement. The University has been participating in NIRF, ARIIA and other reputed

ranking and rating platforms. The University has received the 'diamond' category in QS-iGauge ratings. DITU is a ISO 21001:2018 certified Institution. The University is committed to its growth in quality and reputation. While the present exercise will enable the University for NAAC accreditation, the University and its departments will aim to get recognitions and accreditations through NBA, ABET and AACSB in the near future. With the strong performance in the past, and a planned strategy in the future.

NAAC