Nirma University

Quality Policy

Preamble:
Nirma University, since its inception, has always strived for achieving highest standards of quality in all its endeavors and has taken several initiatives in its quest for excellence. It has developed and deployed robust systems and processes for continuous improvement of quality and this quality document which is aligned to the vision, mission and strategic objectives of the university, prepared for the purpose of providing guidelines for designing and implementing quality to various stakeholders, is a part of that process.

Vision of the University:
Shaping a better future for mankind by developing effective and socially responsible individuals and organizations.

Mission of the University:
Nirma University emphasizes the all-round development of its students. It aims at producing not only good professionals but also good and worthy citizens of a great country, aiding in its overall progress and development.

It endeavors to treat every student as an individual, to recognize their potential and to ensure that they receive the best preparation and training for achieving their career ambitions and life goals.

1. Quality Statement:
To develop high quality professionals who reflect and demonstrate values that the university stands for through innovation and continuous improvement in facilitation of learning, research and extension activities.

2. Quality Objectives:
2.1. To equip students with relevant knowledge, skills, attitudes and global competencies to make them more employable and capable of contributing to the growth of organizations, communities and the nation.
2.2. To provide students access to high quality infrastructure and learning resources and support systems to enhance their learning experience.
2.3. To promote world class research and innovation and build high quality intellectual capital.
2.4. To adhere to regulations and guidelines prescribed by various regulatory agencies from time to time.
2.5. To foster a culture of excellence by following quality management frameworks developed by reputed accreditation agencies, following best practices and actively engaging and institutionalizing continuous quality improvement practices using feedback from various stakeholders.

The various aspects covered under the quality policy include curriculum design and development, teaching-learning and evaluation, teacher quality, infrastructure and learning

resources and student support, research, consultancy and extension activities and monitoring and review of quality.

3. Curriculum Design and Development:

3. 1 All the programmes offered by all the university shall adopt 'Outcome Based Education'. The Programme Educational Objectives (PEOs) and the Programme Learning Outcomes (PLOs) of different programmes shall be aligned with the Vision and Mission of the University.

3. 2 All institutes shall implement 'Assurance of Learning' (AoL) by following a systematic process of collecting data about student learning outcomes, reviewing and using it to continuously develop and improve the programmes.

3. 3 All the constituents of the University shall follow a systematic process of curriculum design and development and follow the mandatory guidelines of regulatory bodies for the development and/or restructuring of the curriculum.

3. 4 The curriculum of different programmes should emphasize on global trends, emerging technologies, ethics, social values, self-development and contemporary industry practices.

3. 5 Experienced academicians and industry professionals can be appointed as adjunct professors on terms and conditions stipulated by the university to teach courses for which internal faculty is not available.

3. 6 The programmes shall offer a variety of value-added and socially relevant courses as part of the regular curriculum.

3. 7 The various institutes shall endeavor to offer Interdisciplinary and multidisciplinary programmes

3. 8 The curriculum of various programmes shall be benchmarked against those of leading national and international institutions.

3. 9 Feedback from students shall be collected after each term to know the effectiveness of various aspects of the course such as relevance of content and pedagogy, faculty, etc.

3. 10 Suggestions from faculty, students, experts, recruiters and alumni shall be considered while revising curriculum.

4. Teaching-Learning and Evaluation:

4. 1 Admission and Orientation:

4.1.1 The admission procedures for all the programmes should be transparent and as per the guidelines provided from time to time by various regulatory bodies.

4.1.2 Orientation programmes shall be organized for the newly admitted students to familiarize them with rules and regulations of the university. Bridge courses based on the needs of the students in certain cases shall be organized.

4. 2 Teaching-Learning Process:

4.2.1 The academic calendar for each year shall be notified in the beginning of the academic year.

4.2.2 The students shall maintain minimum 85% of attendance in all the courses which can be relaxed as per guidelines mentioned in the student handbook.

4.2.3 There shall be at least 180 teaching days during an academic year. This does not include days for admission, examination and non-instructional days for co-curricular, sports, college days, etc.

4.2.4 The teaching plan shall be prepared based on the teaching scheme and the syllabi of the courses. The faculty members are free to use different mixes of pedagogical tools.

4.2.5 Experts and eminent speakers can be invited to deliver special lectures, seminars, public lectures, etc.

4.2.6 In addition to curricular activities, ample opportunities for participation in co-curricular and extra-curricular activities should be provided to the students for their holistic development. These shall be conducted by the departments and also by various students' associations.

4. 3 Student & Course Evaluation:

4.3.1 The students shall be continuously assessed through a mix of class participation, class-tests, projects, assignments, presentations, seminars, and mid-term and term end exams as per the guideline provided by the university.

4.3.2 Vetting of question papers is a mandatory requirement as per the University regulations to ensure quality.

4.3.3 Progress of students, formal feedback and reviews shall be discussed at the institute level meetings and discussed with students, if required.

4. 4 Teacher Quality:

4.4.1 The University shall maintain a well-qualified pool of human resources to meet the requirements of the programmes.

4.4.2 The faculty shall be recruited by direct selection and is strictly based on merit.

4.4.3 The Performance Based Appraisal System (PBAS) scores of consecutive years shall be used as reference while deciding the promotion of faculty members under the Career Advancement Scheme.

4.4.4 The university and the institutes shall conduct induction, orientation and refresher courses for faculty to improve teaching quality.

4.4.5 Peer faculty classroom observations (faculty audit) of junior faculty members shall be carried by senior faculty members periodically to provide constructive feedback and improve teaching quality. Special lectures, orientation programmes, etc., shall be arranged for the junior faculty to address any deficiencies observed during the audit and, if required, mentors shall be assigned to them.

4.4.6 The university encourages qualification improvement of the teachers through a scheme of deputing faculty for higher studies with full salary at various premier institutes.

4.4.7 Faculty members without PhD shall be encouraged to do their PhD from the University to improve their qualifications.

5. Infrastructure and Learning Resources and Student Support:

5. 1 Each constituent of University shall be equipped with necessary high quality physical infrastructure (namely class rooms, auditorium, seminar rooms, library and IT Systems) comparable to the best in class to enhance student learning experience.

5. 2 Student surveys shall be periodically conducted to know the quality of infrastructure, quality of campus life, etc. with a view to upgrade the facilities.

5. 3 The University shall have a well-defined mentoring policy and process to support the students for sharing their problems related to academic and non-academic matters.

5. 4 Each constituent unit of the University shall have a dedicated cell for placement and career services.

5. 5 All constituent institutes shall have their alumni associations to maintain a continuous relationship with their alumni.

5. 6 The University shall put significant efforts for personal enhancement and development of students by organizing and encouraging a host of co-curricular and extra-curricular activities.

5. 7 Students shall be encouraged to participate in inter-institute/inter-university youth festivals, debate, elocution, quiz, singing competitions, NCC, NSS, etc.

5. 8 A formal and structured grievance mechanism shall be operated through a Grievance Redressal Cell. Student grievances shall be redressed within the stipulated period of time through a committee.

5. 9 Informal grievance mechanisms such as exhibiting answer copies of the examinations, informal mid-semester feedbacks from the students, suggestion boxes, etc., shall also be used to address student grievances.

6. Research, Consultancy and Extension:

6.1 Promotion of Research & Consultancy:

6.1.1 The research activities are governed by the Faculty of Doctoral Studies and Research and Academic Development & Research (ADR) Cell.

6.1.2 The University 'Research Policy' provides guidelines for all research related activities.

6.1.3 The University emphasizes the importance of linkages at national and international levels in order to cater to the core areas of research and development. The University has granted recognition to various prestigious research organizations for promoting R&D activities.

6.1.4 The university shall encourage faculty members to participate in national/international conferences in their domain areas.

6.1.5 The University shall provide funding for minor and major projects to the faculty to encourage research.

6.1.6 Research Orientation programmes shall be conducted to enhance research capabilities of the faculty.

6.1.7 Incentives and awards shall be provided to motivate faculty to enhance their research output.

6.1.8 The university shall promote interdisciplinary research between the departments and institutes.

6.1.9 Researchers shall strictly adhere to the Code of Conduct for Research and Plagiarism Regulations of the university.

6.1.10 The university has a policy for the undertaking of consultancy assignments and faculty members are given incentive in the ratio of 70%, while 30% is the Institute's share. The consultancy services include testing, consultancy projects and training for the industry.

6.2 Extension Activities:

6.2.1 The students shall be sensitized about societal issues by including these issues in curricular courses, student projects, faculty projects, student internships and extension activities conducted by student associations.

6.2.2 The university shall encourage individual student groups, alumni, and faculty members to collaborate with NGOs in diverse areas.

7	**Implementation of Policy**:

For implementation of this policy, the University will decide necessary rules from time to time.

8	**Monitoring and Review:**

8. 1 Internal Quality Assurance Cells (IQAC) at both university and institute levels shall meet from time-to-time to discuss issues pertaining to quality in various activities and to develop a quality culture at the university/institute level. The committee comprising of internal members as well as external members shall meet periodically to review the implementation of various quality measures recommended during the IQAC meetings.

8. 2 Academic audit shall be conducted regularly at the individual, institutional and university levels.

8. 3 The Academic Development and Research (ADR) Cell set up by the university shall act as a nodal agency to coordinate all efforts to ensure that the quality of education meets the changing demands of the professions and society as well.

8. 4 The Quality Policy shall be reviewed every two years and changes incorporated to reflect changes in quality standards & criteria and regulations**.**

8. 5 Review of this policy document shall be done by a committee chaired by Director General of the University. The other members of the committee shall comprise of the Director General, Chief Operating Officer, Director (Academic and General Administration), Head of Institutions, Executive Registrar and other members as nominated by the Chair.