

“Creativity is seeing what others see and thinking what no one else has ever thought”

- Albert Einstein

CRITERIA VII: INNOVATIONS AND BEST PRACTICES

7.1 Environment Consciousness

7.1.1 Does the Institute conduct a Green Audit of its campus and facilities?

Yes, the Institute is planning for a Green Audit of campus and facilities from this year. An external agency will be invited to assess the same.

7.1.2 What are the initiatives taken by the college to make the campus eco-friendly?

Energy conservation: Energy saving is promoted for operational areas such as kitchen, service, housekeeping etc. After working hours, maintenance staff visits each and every floor of the college and switch off the fans, lights etc. Switch-off when not in use sign boards are kept wherever necessary. While constructing the building itself planning was done to maximize the availability of natural light. In class rooms and labs there is absolutely no need for artificial light.

Use of renewable energy: Solar heaters are fixed for water heating purpose in hostels. Water harvesting and Check dam construction: Rain water harvesting is practiced

Efforts for Carbon neutrality: Solid waste management is done by installing vermin composite facility.

Plantation: Annual eco-week is observed, where in plantation is taken up. Whole campus is a green campus with more percentage of area is with plantation. Care was taken to retain greenery. Chemical waste generated in the labs are collected separately and disposed.

e-Waste Management: Tied-up with e-waste management organization for disposal

and safe collection facility is provided in the institute. Annual environment awareness programs are conducted with a theme. Various themes which covered under this are -

- Bio-week to highlight the importance of life sciences and opportunities
- Eco-week- with plantation programmes in Kengeri campus.
- Eco-week- Earth as the theme
- Eco-week - Water as the theme
- Eco-week - Forests as the theme

During this is various school children from surrounding campus are invited and encouraged to participate in the program. Sapling distribution is taken up in such programs.

7.2 Innovations

7.2.1 Give details of innovations introduced during the last four years which have created a positive impact on the functioning of the college.

PIMS in its stride towards achieving excellence introduced many innovative systems, which have been creating positive impact in the growth and development of the college.

1. **Mentor - ward system:** This has a wonderful impact in creating good relationship between teachers and students. Positive and healthy competition is generated among the students. Teachers also have an opportunity to know about the students personality, character, weak and strong points. Maintenance of health record, as soon as students takes admission is an another important aspect which is introduced into the system.

2. **Add on job oriented Courses** – Introduction of add on programs help and enhance

employability options for the students.

3. **Importance to research and development** – Getting recognised R&D centre and grants from various agencies enhanced aptitude towards research. There is a clear indication of many students progressing towards Ph.D and selected research as a career

4. **Academia and industry tie ups** – The College has encouraged and networked with various industries, which oriented students towards securing placements and internships in industry.

5. **IQAC and various other cells and committees:** In order to achieve a student centric teaching-learning method, overall quality assurance the institution has streamlined the entire process by introducing various cells and committees which enable the planning, execution and monitoring of academic, co-curricular and extra curricular activities.

7.3 Best Practices

7.3.1 Elaborate on any two best practices in the given format at page no. 98, which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.

1. Title of the Practice:

- 1) Introduction of add-on courses/workshops to enrich the curriculum
- 2) Student Mentor System

2. Goal

Introduction of job-oriented add-on courses to enrich the curriculum

PIMS is always aimed at student's progression in terms of securing jobs or entering into higher education. By providing additional skills through job/research

oriented courses institution achieved the goal of training students in latest technologies and developments. Aptitude towards research is must and this is integral part of higher education. The goal of PIMS is to inculcate research attitude and enrich students with the latest developments of the specific area and thereby ensuring employability.

Student mentor system

Providing individual attention to students and guiding them at every instance is the need of the hour. PIMS takes pride to successfully introduce student mentor system, where students are shown the right path and monitored throughout.

3. The Context

Describe any particular contextual features or challenging issues that have had to be addressed in designing and implementing the Practice in about 150 words.

Challenging issues:

- Integrating industry and involving them in designing the curriculum for the add on programs
- Updating teaching fraternity on par with industry requirements.
- Motivating students to pursue the add-on programs.
- Maintaining student mentor relationship with a positive approach

4. The Practice

Describe the Practice and its implementation in about 400 words. Include anything about this practice that may be unique in the Indian higher education. Please also identify constraints or limitations, if any.

The college is affiliated to Bangalore University and hence the syllabus and curriculum is followed as per the university guidelines. However all the courses offered at PIMS are applied and there are ever changing needs of the industry both in skills and practice. In lieu of this we have introduced add on certificate programs to cover many industrially relevant aspects. The challenge behind this bringing in industry and academia on to the single platform. We at our institute addressed this as PIMS have started a unique program called Biotech Finishing School with the support of Government of Karnataka. The same model we are integrating into other programs with the support of industry.

Regarding second best practice is to have consistency in mentoring system. Bringing this concept into students and teachers and educating them about the advantage of the system is challenging task. Semester system and lack of time and tight schedules for regular academic activities create problems to teachers to pay individual attention. But this practice is ever improving at PIMS with constant effort of teachers.

The faculty in-charge will interact with the concerned officials of the Industry. He will finalize the pre-requisites for the exposure of the students by mutual consultations and work out the details. Accordingly he will orient the students in such a way that the foundation for the exposure is laid down in the institute itself before they go to the industry for the exposure. Thus, the students are sensitized to appreciate what they are going to be exposed to.

As the Industry and Institute were involved in finalizing the requirements of the exposure, they are fully aware of the “training need” of the students. Based on this, they will have the reading materials, contents, delivery, feed-back etc. ready for

the Exposure. They will also draw the schedule containing the module, time duration and trainer etc. The duration can be minimum one full day to maximum two full days. A follow-up module is also framed on the basis of mutual consultations between the faculty in charge and the Industry officials. The measuring tool is also framed in joint consultations. At this stage, it is measured whether the students have received what was delivered to them. It is also assessed whether they are able to transfer the learning acquired during the exposure round to the practical application stage. This is done through simulations, role play etc. sometimes it may be necessary to involve the industry officials also in the simulation / role play exercises.

5. Evidence of Success

Provide evidence of success such as performance against targets and benchmarks and review results. What do these results indicate? Describe in about 200 words.

The evidence of success is students are placed in reputed industries as interns and 90% of them are absorbed either in the same industry or related job. Many motivated students are selected for Biotech Industrial Training Program supported by Department of Biotechnology, New Delhi. This is a national level program where they select students based on test, interview and support them with a stipend for six months for their internship in the industry. The other indicators of success for the best practices mentioned above are – many students are pursuing research in reputed institutes in India and abroad, working as scientists, business executives and research officers in MNC's. The effort of teachers as mentors in guiding and showing right path is laudable.

6. Problems Encountered and Resources Required

Please identify the problems encountered and resources (Financial, Human and other) required to implement the practice in about 150

Implementation of add on courses/workshops was a done successfully except for logistics and time. As all the courses are of semester mode and time is a constraint as the prescribed curriculum of the University had to be simultaneously completed. Sustaining student interest and mentor ability in completion of the course was a challenge. Though all the topics are meticulously designed with course duration ranging from two days to 3 months, sometimes the financial involvement especially with expensive chemicals and other analytical services may pose problems. However with involvement of management and their support the program is taking off helping in students' progression. To meet the expenses students are allowed to procure chemicals from other organizations or industries are pooled in sponsor the same. A very nominal fee is charged from the students like HPLC. There is substantial improvement in student's performance after the introduction of these practices.

7. Notes (Optional)

Any other information that may be relevant and important to the reader for adopting/ implementing the Best Practice in their institution (about 150 words).

8. Contact Details

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