



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution		Karnatak Law Society's Institute of Management Education and Research
• Name of the Head of the institution	Dr. Arif Shaikh	
• Designation	Director	
• Does the institution function from its own campus?	Yes	
• Phone No. of the Principal	08312405511	
• Alternate phone No.	08312405512	
• Mobile No. (Principal)	9916044352	
• Registered e-mail ID (Principal)	director@klsimer.edu	
• Address	Sy. No 77, Vadagaon Road, Adarsh Nagar, Hindwadi	
• City/Town	Belagavi	
• State/UT	Karnataka	
• Pin Code	590011	
2.Institutional status		
• Autonomous Status (Provide the date of conferment of Autonomy)	09/12/2019	
• Type of Institution	Co-education	
• Location	Urban	

• Financial Status	Self-financing				
• Name of the IQAC Co-ordinator/Director	Dr. Shailaja Hiremath				
• Phone No.	08312405511				
• Mobile No:	9448866397				
• IQAC e-mail ID	iqac@klsimer.edu				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.klsimer.edu/aqar_2020_2021.php				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.klsimer.edu/calender-of-events.php				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.24	2016	10/07/2016	31/12/2025
6.Date of Establishment of IQAC			04/07/2014		
7.Provide the list of Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?					
Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount	
00	00	00	Nil	00	
8.Provide details regarding the composition of the IQAC:					
• Upload the latest notification regarding the composition of the IQAC by the HEI	View File				
9.No. of IQAC meetings held during the year	3				

<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions taken uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10. Did IQAC receive funding from any funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11. Significant contributions made by IQAC during the current year (maximum five bullets)		
Initiated the revision of the MBA Program Structure (Autonomous) and made suggestions for the implementation of NEP 2020		
Recommended introducing a certification course in HR Analytics for HR Specialization Students		
Suggested to enhance the presentation of Result Analysis semester-wise based on the Students' Profile		
Suggested Placement Cell to propose Aptitude training for students to improve their employability		
Suggested Research Centre to conduct sessions/FDPs to improve the quality of research		
12. Plan of action chalked out by IQAC at the beginning of the academic year towards quality enhancement and the outcome achieved by the end of the academic year:		

Plan of Action	Achievements/Outcomes				
Gap analysis based on Accreditation Criteria requirements and preparation towards quality improvement in all seven criteria	IQAC regularly meets to discuss the gaps in terms of quality improvement in academic and administrative processes and suggestions are being incorporated as presented in the documents in AQAR				
Review/Revision of MBA Program Structure under Autonomous Status	Review/Revision of MBA Program Structure is in progress. Course Structure Committee is meeting since July 2022.				
Workshop on Improvement in overall Research output of the institution	Research Centre of the institute has initiated FDPs on Case Writing Workshop and Research Publication				
Upgrading the institutional research journal Tatva to UGC Care listed Journal	The necessary documents have been sent to appropriate authority for UGC Care listing. Institute is waiting for the confirmation.				
Enhance the Institute-Industry-Interaction	https://www.klsimer.edu/organizational_learning.php ,				
13.Was the AQAR placed before the statutory body?	Yes				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <tr> <td>Name of the statutory body</td><td>Date of meeting(s)</td></tr> <tr> <td>Governing Council</td><td>14/12/2022</td></tr> </table>		Name of the statutory body	Date of meeting(s)	Governing Council	14/12/2022
Name of the statutory body	Date of meeting(s)				
Governing Council	14/12/2022				
14.Was the institutional data submitted to AISHE ?	Yes				
<ul style="list-style-type: none"> Year 					

Year	Date of Submission
2022	10/02/2022

15.Multidisciplinary / interdisciplinary

The institute is committed to transform itself into a holistic multidisciplinary institution. To achieve the same, institute is aligning all the activities with NEP 2020 implementation guidelines. The institute is revamping program structure to integrate the recommendations. The institute would work with our group institutions to provide more options to bring a holistic and truly multidisciplinary approach. We do offer flexible and innovative curricula. Two-credit course on Universal Human Value (UHV), Indian Knowledge System, Yoga and Community Engagement, have been introduced. Apart from that professional electives on Information Technology, Entrepreneurship and Family Business are offered. The IMER has its own research center affiliated to Rani Channamma University. We will plan an orientation program for the new doctoral scholars on the same.

16.Academic bank of credits (ABC):

Though the institute is autonomous, for granting the degree or for any other regulatory requirement we refer to rules and regulations of affiliating University. For multiple entry and exit mechanism, we are awaiting parent university guidelines. The institute is working on the guidelines given by the university as far as Academic Bank of Credit is concerned. We have opened the National Academic Depository (NAD) account for the institute as a first step towards ABC.

17.Skill development:

Employability Skills Track I, II & III have been introduced in the new program structure to enhance the skills of the students for better employment opportunities. Student Internship Program, Community Engagement Project have been integrated into the MBA Program for industry exposure and awareness about societal issues. The institution is providing Value-based education through the course on Universal Human Values to inculcate positivity amongst the learner. The institution is making an effort to ensure that students excel in the vocational course through Employability Skill Tracks. Institute-Industry-Interaction Series (III Series) are conducted regularly to provide vocational skills and overcome gaps in both on-campus and blended modes. The introduction of Employability Skills tracks will help the students to crack the initial stages of recruitment & make them confident to face the further process of recruitment. The Community Engagement Project will sensitize the

<p>students regarding the social issues and related welfare & well-being measures. The Student Internship program will enable the students to understand the industry expectations well in advance so that they can prepare themselves for future career in management or entrepreneurship.</p>
<p>18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)</p>
<p>Two Credit Course on IKS has been proposed in the new program structure. The faculty training programs will be initiated to provide the classroom delivery in bilingual mode (English and vernacular). The institute organizes cultural events to promote Indian art, culture and traditions. The faculty members use vernacular language/local language in their class room teaching, wherever necessary, for the better understanding of the management concepts by the students.</p>
<p>19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):</p>
<p>MBA Program Structure of the institute has well defined Program Educational Objectives (PEOs), and Program Outcomes(POs). Course Outcomes (COs) have been developed for all the courses based on the syllabus content. To capture Outcome based Education (OBE), the Components of Continuous Internal Evaluation are being linked to POs and COs and levels of Blooms Taxonomy. Question papers are set as per defined level of learning through Blooms Taxonomy. New Program Structure has newly introduced courses to enhance employability. Lesson plans are prepared by faculty members containing the suitable pedagogy to ensure better learning.</p>
<p>20.Distance education/online education:</p>
<p>The institute will definitely consider the possibilities of offering vocational courses through ODL mode in due course as and when the clear guidelines are received from the parent university. The institute has internet facility audio-visual facilities, video room with studio set up for online classes. Value added courses through online mode has been proposed in the new program structure.</p>

Extended Profile

1.Programme

1.1

1

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 198

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 95

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 95

Number of students who appeared for the examinations conducted
by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 43

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2 18

Number of full-time teachers during the year:

Extended Profile

1.Programme

1.1 **1**

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 **198**

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2 **95**

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3 **95**

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1 **43**

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	18
Number of full-time teachers during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File
3.3	2
Number of sanctioned posts for the year:	
4.Institution	
4.1	60
Number of seats earmarked for reserved categories as per GOI/State Government during the year:	
4.2	9
Total number of Classrooms and Seminar halls	
4.3	214
Total number of computers on campus for academic purposes	
4.4	98.44
Total expenditure, excluding salary, during the year (INR in Lakhs):	
Part B	
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 are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.	
<p>The institute has been conferred with Autonomous Status by University Grants Commission (UGC) from the academic year 2020-21 to 2029-30, for the period of 10 years. The intimation was received through a letter sent by UGC dated 09th December 2019. The institution was prepared with a new MBA Program structure for implementation immediately for the academic year 2020-21 for the incoming student batch.</p>	

The core committee in consultation with industry representatives and with the involvement of all faculty members developed the curricula that has relevance to the local, regional, national and global developmental needs.

Appropriate Programme Outcomes (POs), Programme Specific Outcomes (PSOs), and Course Outcomes (COs) have been developed, which aptly capture the learning outcome of the course contents.

The Curricula so developed has been approved by statutory bodies formed as per the UGC guidelines for Autonomous Colleges namely, Board of Studies, Academic Council, and Governing Body.

The institute develops its action plan through a participatory approach. The courses are allotted during the faculty meeting before the commencement of each semester based on their expertise and experience. Time Table is prepared and notified to all faculty members. The faculty members prepare the lesson plan for their respective courses. The faculty members make use of pedagogy such as Lectures, Assignments, Presentations, Live projects, Case study analyses, etc. for the effective implementation and delivery of the curriculum. Every stage of the process is documented and the affiliating University calendar and institute's Calendar of events is referred for the implementation of the curricula.

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://klsimer.edu/course_structure.php

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

0

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	No File Uploaded
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

5

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	No File Uploaded

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

0

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

1

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment, and Sustainability into the curriculum through the following courses:

1. Human Values and Professional Ethics (20FC004)
2. Social Entrepreneurship and Rural Immersion Project (SERI) (20SERI200)

Apart from these two courses, faculty members ensure to bring out the cross-cutting issues mentioned above in their lectures, and class discussions aptly through the courses taught through relevant illustrations and cases.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	View File

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

1

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

20

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

94

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://klsimer.edu/Stakeholders_Feedback2021.php
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following

A. Feedback collected, analysed and action taken made available on the website

File Description	Documents
Provide URL for stakeholders' feedback report	https://klsimer.edu/Stakeholders_Feedback2021.php
Any additional information	View File

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

106

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

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

45

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses students' learning levels and organises special programmes for both slow and advanced learners.

The institution assesses the student's needs in terms of knowledge and skills before the commencement of the programme. Counselling is conducted by Admission Committee along with the Director. Information about the candidates is collected through admission forms. The institution conducts Orientation Programme which includes- Ice breaking session and interaction by experts on various aspects of management to familiarize the students.

The institution identifies learning needs based on:

- Observation by the individual faculty member in his/her respective classes and also through the conduct of class tests.
- Improving problem-solving skills and analytical skills through solving case studies.
- Initiatives taken by students in socially responsible activities also their stay on campus
- Performance in curricular and co-curricular activities
- Faculty interaction by students beyond classrooms
- Discussions during mentoring sessions

The institution responds to the learning needs of advanced learners by involving students in live projects, getting enrolled

in online certificate courses, guiding students to publish research articles in research journals, industry-institute interaction series, and encouraging students to lead and actively participate in various management fests, events and competitions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/aarambh_2022.php , https://klsimer.edu/news_and_events.php

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/07/2021	207	14

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student-centric methods such as experiential learning, participative learning and problem-solving methodologies are used for enhancing learning experiences:

The Institute has a robust and versatile academic framework to enable holistic learning of the students. The institute has a diverse pedagogy comprising outbound training to enable experimental learning, involvement of students in research and consultancy projects undertaken by faculty to enable problem-solving methods, and involving students in management fests, extension activities, and community outreach programs to facilitate participative learning.

In addition to the above-mentioned methods various other methods like case-based discussion, guest talks, workshops, webinars by eminent industrialists and scholars, and library assignments cultivate reading habits. Encouraging students' participation in sports and cultural activities is all-encompassed in the academic capsules offered to students.

File Description	Documents
Upload any additional information	View File
Link for additional Information	https://klsimer.edu/news_and_events.php

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

The Institute has embraced ICT to be in the elite league of technology-enabled teaching-learning processes. With the influx of Gen Z into the academic system usage of ICT becomes indispensable. The institute has a fine composition of video-lecture capturing technology powered by IMPARTUS, OUST microlearning software as an assessment tool, Contineo for teaching learning interface, digital lab for hands-on experience. Video-based learning, Smart classroom, coupled with open digital resources make the learning atmosphere very interactive and contemporary. Every class has a Computer system with a Wi-Fi facility and a projector for effective teaching-learning.

Web page links related to Learning Management Systems are:

Contineo:<https://imer.contineo.in/webfiles/>

Impartus:<https://a.impartus.com/login/#/>

Oust:<https://mpower.oustme.com/>

<https://www.oustme.com/>

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://klsimer.edu/infra.php
Upload any additional information	No File Uploaded

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

13

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

At the very start of the academic year, the PGP Coordinator in consultation with faculty members and the Director prepares an academic calendar, which incorporates all the flagship events, academic activities like CIE, SEE, Cultural Activities, Extension activities, extra-curricular activities, value addition courses and the same is discussed and approved in IQAC. Faculty are informed to align their teaching plan with the academic calendar, which essentially will depict the dates of commencement and end of the semester.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

18

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

8

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

108

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Number of days from the date of last semester-end/ year- end examination till the declaration of results during the year

116

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

0

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	No File Uploaded
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

Our examination structure is classified into two parts namely Continuous Internal Evaluation (CIE) for 40 Marks & Semester End Examination (SEE). for 60 Marks. A mid-term Examination of 40 marks is conducted as a part of CIE and it is reduced to 10 Marks, other components of CIE are as under-

- Attendance (5 Marks)
- Internal Assessment Test(10Marks)
- Project/Fieldwork/Assignments(15 Marks)
- Case Study (5 Marks)
- Workshop(5 Marks)

If one course is handled/taught by two faculty members for different divisions under such cases the faculty members will jointly set the question paper for mid-term.

Course-wise question papers setters and answer script evaluators are appointed by the exam section based on the approval of BOS. Once the examiners submit their question papers the manuscripts are subjected to scrutiny and post scrutiny the question papers are placed before BOE for approval. SEE examinations are conducted as per the academic calendar prepared at beginning of the academic year. Time table of the examination is informed to the students a fortnight in advance.

A separate examination cell has been established for the smooth and successful conduct of Continuous Internal Evaluation (CIE) and semester-end examinations.

Contineo Software Platform is deployed for generating results. This software will also assist in mapping the COs and POs. Evaluation marks of CIE and SEE are uploaded on Contineo by the concerned evaluators/examiners post which results are generated

and announced to the students.

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

2.6 - Student Performance and Learning Outcomes

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

The Institute offers Master of Business Administration (MBA) program. The current course Structure and Syllabus for Autonomous MBA Program has POs and COs embedded in it and the same is uploaded on the website and communicated to the teachers and students.

All faculty members prepare lesson plan for the respective courses taught by them. The lesson plan contains learning objectives, session-wise breakup of the modules mentioned in the syllabus along with the pedagogy and the reference material. The assessment pattern is also mentioned in the lesson plan. The academic time table is prepared to accommodate the teaching sessions of all the courses pertaining to respective semester. The URL of Autonomous MBA Program and its course structure with curriculum document is as follows-http://klsimer.edu/course_structure.php

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	No File Uploaded
Link for additional Information	http://klsimer.edu/course_structure.php

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as evaluated by the institution

As mentioned earlier in the section/metric 2.5.3 the institute has a Learning Management System (LMS), called Contineo in place, which measures the attainment of POs, PSOs, and COs through graphical output.

Graphical output is a result of internal and external marks

uploaded on Contineo by the faculty members. Question papers of CIE and SEE of all the courses will be framed according to the pre-defined COs, POs, Taxonomy level for each module, course and program. Each question in the question paper of CIE and SEE is tagged against the appropriate COs and POs to ensure that questions test, whether students have reached various levels of Blooms Taxonomy in teaching-learning process.

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

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

90

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire). Results and details need to be provided as a weblink

https://klsimer.edu/student_satisfaction_survey.php

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

Karnatak Law Society, founded by eminent lawyers of Karnataka in 1939, has been rendering yeoman service in the sphere of

professional education in this part of the country. KLS IMER started its journey in 1991 and offers two years full-time degree in Master of Business Administration (MBA). It is an autonomous institute under Rani Channamma University Belagavi and is recognised by AICTE, New Delhi. KLS IMER is a recognised Research Centre for the PhD program by Rani Channamma University, Belagavi and it has been able to undertake various research assignments and consultancy projects from local and surrounding industries. We offer consultancy services to industries in the area of Finance, Marketing, IT and HR, Executive training, feasibility studies, development of prospective plans, project estimations and implementation, new product development etc.

Our research centre has eight research scholars working in progressive areas of research. Two guides namely Dr Poornima Charantimath and Dr Arif Shaikh are the recognised guides for the research centre. In the upcoming year, our research centre will be equipped with a few more research guides and that will help the objective to address the issues in diverse areas of research.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	https://klsimer.edu/research-centre.php
Any additional information	No File Uploaded

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

0

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

0

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

3

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

0

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

In recent years the Government of India has focussed its efforts to build a culture of innovation and entrepreneurship in the country to foster economic growth and address the issue of rising unemployment amongst the youth. KLS' IMER, has recognised its role as an important stakeholder in this effort and has worked over the years to create an ecosystem to nurture and promote innovation and

entrepreneurship through a number of initiatives.

The Institute has established the Centre for Entrepreneurship Development (ED) with an intention to foster a culture of entrepreneurship among the students. The Centre also organizes seminars and workshops to promote entrepreneurship. The Centre also offers one year Open Learning Diploma in Entrepreneurship and Management (OLDEM) in collaboration with Entrepreneurship Development Institute of India, Ahmedabad for selected students.

Institution has also initiated Institution's Innovation Council (IIC) cell under the directions given by NISP and organising skill enhancement, entrepreneurship enriching programs in the institution.

The Institute established the Incubation Centre in collaboration with the well renowned Deshpande Startups in the year 2016 to promote innovation and entrepreneurship among stake holders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/Nisp.php

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

2

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course

C. Any 2 of the above

**work Plagiarism check through
authenticated software**

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during the year

3

File Description	Documents
URL to the research page on HEI website	https://klsimer.edu/research-centre.php
List of PhD scholars and details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

8

File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	No File Uploaded

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

3

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/3.4.4.php

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

0

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

0

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

0

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

0

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

As an institute of higher learning IMER is aware that the seeds of change sown on its campus will grow and disperse afar. It recognizes the need for future business leaders to be socially responsible to succeed and as a leading business school in this part of the country, has strived to lead by example and evolved an effective approach to sensitise students to various social issues for their holistic development over the years. The institute promotes regular engagement of students, faculty and other staff with the neighbourhood community with a dual objective of not only sensitizing students about various social issues but also contribute to community and strengthen community participation.

Some of the key initiatives undertaken by the institute in the last seven years include blood donation camp. Our students, faculty and support staff actively participate in blood donation camps organised every year usually in association with a blood bank and Red Cross Society of India. On an average around 30% of our total students and a few faculty and staff members donate blood every year in the camps.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/blood donation 2021.php

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

0

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	No File Uploaded
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

0

File Description	Documents
Reports of the events organized	No File Uploaded
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

0

File Description	Documents
Reports of the events	View File
Any additional information	No File Uploaded

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

4

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	View File

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

2

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

Adequate infrastructure and Physical Facilities

Infrastructure:

The campus houses a total of 3 buildings which include the Main building, canteen, and girls' hostel. The housekeeping of the

college premises has been outsourced through a maintenance contract.

Classrooms and seminar hall:

The institution possesses 08 spacious classrooms, 01 seminar hall, and an over 200-capacity auditorium. They have sufficient fans, tube lights, AC facility, and furniture. CCTV/IP cameras are installed on the campus and in all the classrooms.

IT Infrastructure:

The entire campus is WI-Fi Enabled, Connected by a Local area Network with a Fibre optics Backbone, and has an adequate number of computers for the use of students and Staff. Also, all the classrooms are enabled with ICT facilities. The institute has a full-fledged IT center.

Transportation: The College has one bus and a Car. Routine maintenance of this vehicle is done in the college.

Electrical: The institute has Installed a Roof Top Solar plant with 70KW. The maintenance of electrical equipment and generator is regularly taken care of by the administrative department.

Library: Library has 3 separate servers for database and library management software. All the databases have been web-enabled and made available on the Institute's LAN through the Digital Library.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.klsimer.edu/img/IQAC/pdf/2022/naac/4.1/4.1.1%20Infrastructure%20with%20Director%20Sign.pdf

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

Gymnasium and Sports room:

IMER has well-equipped gymnasium located at the basement, covering an area of 146 square Meter. The gymnasium has variety of hi-tech equipment. IMER gymnasium is open for free membership to students

and staff, who are willing to take the Benefit of the facility. Girl students and staff have been provided with special batches. The Gymnasium is open between 6:00 am to 7.00 am and 4:00 pm to 7.00 pm. An Experienced and certified instructor is provided for formally training gymnasium members. Indoor games: Facilities for indoor games such as chess, carom, and table tennis are Available at basement. Outdoor games: Facility for playing Volleyball, Throw ball and Kabaddi is provided in the campus.

Ladies room:

Ladies room is on the ground floor with 78Sqm. It is spacious, with sufficient natural lighting & ventilation. Girl students are provided with pigeon locks, Mirror, round tables and chairs. It has wash room attached to it.

Yoga and meditation space is available for boys and girls at second floor of building. First Aid and Sick room is available with all first aid facilities, in the basement.

File Description	Documents
Geotagged pictures	View File
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.klsimer.edu/img/IOAC/pdf/2022/naac/4.1/4.1.2%20Physical%20facilities.compressed.pdf

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

9

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

98.44

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	View File

4.2 - Library as a Learning Resource

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

About Easylib Software [ILMS]:

This is the software installed during the year 2008 using for the Entire Automation System for our Institute Library which Includes Web OPAC, Student Login, Requisition, Acquisition, Cataloguing, Accessioning,

Membership, Circulation, periodicals, SMS, Emails, Reports, Security, Set Up, and Website for the library. E-Resources Management etc.

The new version i.e. Web 6.4a was installed in the year 2020 and runs on Cloud which is a fully integrated and state-of-the-art application for libraries.

This software offers a full range of features on Web OPAC to search books, non-books, eBooks, PDFs, Question Papers, External Links, Journals, etc.

Students can search, save favorites, check their holdings, reserve and renew books, maintain their own profiles, request books, and much more.

Easylib has many pre-built detailed reports and over a dozen Statistical reports. Many reports have the ability to customize the selection criteria, fields to take a report, and chosen output format i.e. Text. HTML, Excel, and PDF formats, and the ability to customize many of those.

Membership Module offers the ability to capture extensive details of your library members including custom fields, import the data,

mass updates, and Statistics. Students can also do self-registration.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.klsimer.edu/img/IOAC/pdf/2022/naac/4.2/1.pdf

**4.2.2 - Institution has access to the following:
e-journals e-ShodhSindhu Shodhganga
Membership e-books Databases Remote
access to e-resources**

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

5.78158

File Description	Documents
Audited statements of accounts	View File
Any additional information	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

78

File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	View File

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

Internet/ Wi-Fi facility/IT policy/ Budget Allocation for IT updating

IT facilities:

Entire campus is Wi-Fi enabled and Local Area Network with Fiber optics backboned providing high speed 60 Mbps Leased line symmetric internet connectivity. The LAN is configured with managed, semi-managed Giga Byte switches. The institute has configured with 11 access points with full fledged Wi-Fi connectivity.

We have a High security firewall installed in the campus and AMC is renewed every year for the Firewall. We have Seqrite Endpoint Security Enterprise Edition of Antivirus for 160 users renewed every three years. Apart from these we have Net-Protector antivirus installed on laptops and other systems. Entire Institution is covered under IP surveillance cameras of 2MP and 5MP (indoor and outdoor) in Corridors, Classroom, Labs, Library, Exam Centre, and all other places of the campus. IT centre has a standard policy for Purchasing and maintaining IT equipments in the campus defined in the institution procedure manual and also uploaded on Institutional Website.

The budget allocated for the year 2021-22 under the heads are:

Computer Lab and Other equipment is 35.08 lacs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.klsimer.edu/img/IQAC/pdf/2022/naac/4.3/4.3.1%20Network%20architecture.pdf

4.3.2 - Student - Computer ratio

Number of Students	Number of Computers
2	1

File Description	Documents
Upload any additional information	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. 50 Mbps

File Description	Documents
Details of bandwidth available in the Institution	View File
Upload any additional information	No File Uploaded

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

C. Any two of the above

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

19.48

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, etc.

Physical Infrastructure

To maintain the Physical Infrastructure including the main building, Garden, Electrification, Civil work and solar plant a committee is constituted. Daily maintenance of infrastructure is carried out on day to day basis by housekeeping staff. We have been outsourcing Annual Maintenance Contract to maintain the lift to OTIS Company.

For maintenance of Generators, Air Conditioners, and EPABX systems, the institute contacts the service providers. In case of any electrical work, the concerned staff will contact the contractors from the list of Vendors. For the maintenance of Sports and Gym equipment's, the concerned staff coordinates the process to purchase, Maintain and repair the equipment's on the need basis.

Maintenance of Academic Facilities:

IT equipment's such as computers, Printers, Projectors, Classrooms, Furniture's and other Sports equipment's are maintained in the institute. Library is using Library Management Software i.e. EasyLib for day to day transactions of the Reading materials for which we are paying maintenance charges annually. The stock verification of the equipment's is done once in the year by the concerned Department. Maintenance Policy and Procedures of Physical Infrastructure and Academic Facilities are mentioned in the Institutional Policies and Procedural Manual

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.klsimer.edu/img/IQAC/pdf/2022/naac/4.4/4.4.2%20Process%20Chart%20signed%20for%20upload.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefitted by scholarships and freeships provided by the Government during the year

98

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	View File

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

14

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

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://klsimer.edu/news_and_events.php
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

95

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The institution adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

56

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

5.2.2 - Number of outgoing students progressing to higher education

0

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

0

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded

5.3 - Student Participation and Activities

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

2

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

The IMER Student Council is called "IMER STUDENTS MANAGEMENT FORUM" in short IMF. The IMF is a student-based organization designed to help promote team spirit and leadership among students. It is also a democratic forum of students where they plan with the guidance of the faculty coordinator of the IMF various activities related to their progression and betterment. Students participating in all levels of IMF will maintain a high standard of personal conduct. Council members will demonstrate leadership qualities by serving as good examples of behaviour through their words and actions. All IMF members will be expected to participate in approved activities, which will serve to enhance the quality of both the physical and behavioural environment of IMER. The two of the IMF representatives (One male and One female) are invited on IQAC board. All student centric initiatives like Outbound Training, National level Industry Tour, Orientation program for new MBA batch will have student participation.

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

5.3.3 - Number of sports and cultural events / competitions organised by the institution

2

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and other support services

KLS IMER Alumni Association, Hindwadi Belgaum got registered on 18th December 2013, under the Karnataka Societies Registration Act 17 of 1960. Institute is actively pursuing to develop Alumni Chapters and motivate Alumni for financial contribution. Apart from that, Alumni engage in many academic endeavours of the institution like Guest Lectures, Student Internship Projects & Assessments and placement support..

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

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

The institute has developed a vision and mission statement after due deliberation among stakeholders. The vision statement is a statement of intent and how the institute wishes to be recognized in the future. It talks about creating an inclusive ecosystem for professional excellence.

The mission statements give clarity about the ways the institute is intending to facilitate to realize the vision of the institute. Five mission statements cover various aspects of the institution such as teaching-learning environment, research culture, industry association, and student development.

The autonomy allowed us to re-visit the vision and mission. After

getting the autonomy from the UGC. The mission statements were re-calibrated making more room for the readiness of the student for the industry and motivating them to take up entrepreneurship.

The vision and Mission statements of the institute are approved by the Governing Council. All faculty members are putting collaborative efforts in achieving the same.

VISION

Be a globally recognized B-School for professional excellence by creating an inclusive ecosystem for our stakeholders to engage with businesses and society.

MISSION

1. Facilitate contextual management education by providing a conducive environment for learning and industry-relevant skill training.
2. Nurture research culture which addresses business and social concerns to provide suitable remedial measures.
3. Promote institute-industry interface and alumni connect continually
4. Enhance employability skills relevant to industry needs and attributes which are highly valued by employers
5. Offering value-added courses backed by experiential learning to develop entrepreneurs, intrapreneurs, and critical thinkers

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

6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Director being the Head of the institution plays a crucial role in managing the administrative as well as academic activities at KLS IMER and providing necessary directions and guidance for the current course of action and future challenges.

Leadership at KLS IMER is well defined and things are executed through various bodies and committees. The KarnatakLaw Society is at the apex. The governing council for the institute is entrusted with the power to create the road map for the institute.

The governing council looks after the strategic-level issues. There is an Academic Council which is a principal academic body adhering to the provisions of the rules and bye-laws. The body is responsible for the maintenance of all academic activities of the Institute.

Faculty representatives also form part of this council. The Academic Council regularly monitors and guides the institute on the maintenance of standards of teaching, approval of syllabus, research activities, and examinations, etc.

Faculty meetings are a regular affair at the institute. Key issues regarding system development, implementation, and improvement are taken by various committees under the guidance of the director and with the approval of the governing council.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	View File
Paste link for additional Information	Nil

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

The Institute prepared the perspective plan in consultation with the stakeholders in 2018 for 5 years. The plan included an application for autonomous status, syllabus review, and apply for new courses. As per the plan, the institute applied for Autonomous Status (under an affiliated university approved by UGC) in the year 2019. The institute was granted autonomous status by UGC in December 2019 for 10 years. The institute is planning to integrate the program structure with New Education Policy (NEP) and intended to overhaul the current program structure.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://klsimer.edu/grant_autonomus.php
Upload any additional information	View File

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

The Institute has a robust organizational structure, clearly defined responsibilities, and authorities at all levels. The highest decision-making body of the institute is Karnatak Law Society's Board of Management.

The Governing Council of the institute is the executive body for strategic decisions related to the institute's development & excellence. The institute is headed by an eminent scholar as the Director. IQAC cell is responsible for the continuous quality improvement headed by the IQAC coordinator. The organization has full-time teaching faculty members, who are responsible for academic planning and execution. The institute is equipped with an excellent library and a fully equipped computer lab.

The non-teaching staff is headed by the office superintendent. The institute has a fully functional examination department headed by the Controller of Examination.

The institute has functional statutory bodies such as Governing Board, the Academic Council, the Board of studies, and the Finance committee. The Governing Board comprising of the Governing Council members, the UGC nominee, the affiliating university nominee, and external members from academics and industry.

The academic council is responsible for the approval of the academic program structure, rules, regulations, and allied activities. The Board of studies of the institute guides the academic content and activities.

File Description	Documents
Paste link to Organogram on the institution webpage	Nil
Upload any additional information	View File
Paste link for additional Information	https://klsimer.edu/Policy_manual.php

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Documen	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Details of implementation of e-governance in areas of operation	View File
Any additional information	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The Staff welfare schemes implemented at KLS IMER, Belagavi are explained as follows.

Teaching Staff

1. EPF
2. Gratuity
3. Maternity Leave.
4. Concession in fee for the employees' children upon admission in KLS institutions
5. Canteen Facility

Non-Teaching Staff

1. EPF
2. Gratuity
3. Leave Encashment Benefit

4. Concession in fee for the employees' children upon admission in KLS institutions
5. Maternity Leave
6. Uniforms, Raincoats and Footwear for Peons, Attenders and Drivers.
7. ESI Membership
8. Canteen Facility
9. Festival Advance

Students

1. Scholarship to meritorious students
2. Financial Support to students to attend academic and extracurricular activities
3. Canteen and drinking water facility
4. Hostel facility for girls
5. Transport Facility
6. Free course on aptitude test preparation
7. One study tour in India

The Institution has defined the career path of the employees. Assistant professors are promoted as Associate professors and Associate professors can be promoted as professors. The senior professor can take the charge of director of the institute.

For their career progression, they have been offered financial support and leave to attend various FDPs and research seminars. During the Ph.D., they have been granted research leave for attending course work and exams.

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

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

5

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

1

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

10

File Description	Documents
Summary of the IQAC report	View File
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly

The internal audit was conducted by Mr. Shrirang A Deshpande and Mr. Sumant Desai, the faculty members of the institute in July 2022. The external auditor, CA Mr. W V Huilgol, who is appointed by the Board of Management conducted an audit in September 2022 and provided suggestions to take corrective and preventive action.

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation of resources

The major source of revenue for the institute is fees collected for the program from the students. The institute undertakes the annual budgeting exercise to plan the expenditure (both capital and revenue expenditure). The budget takes into account the various requirements and work to be taken up in the next financial year and plans the expenditure accordingly. The budget is prepared by the Administrative department under the guidance of the Director of the institute and is then presented to the Governing Council for approval. Their institute undertakes internal and external financial audits at the end of the financial year.

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental

improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

IQAC is contributing significantly towards improving the academic and administrative processes of the institution by conducting regular review meetings on the yearly plan of action proposed by faculty members and various committees. Major contributions include

***Suggestions towards implementation of NEP 2020 criteria in the newly proposed MBA Program Structure * IQAC recommended offering an HR Analytics Course to HR specialization students based on alumni and student feedback * Provided suggestions to improve Result Analysis to make it more comprehensive * Suggested initiatives towards improvement in Campus Placements**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/img/IQAC/pdf/IQAC%20Meeting%20Minutes%2021-22.pdf#toolbar=0

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

IQAC members review the teaching-learning process, administrative processes, and learning outcomes at periodic intervals during regular IQAC meetings. External AAA was conducted for the same. The details are reflected in the minutes of the meeting.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://klsimer.edu/img/IQAC/pdf/IQAC%20Meeting%20Minutes%2021-22.pdf#toolbar=0

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state,

A. Any 4 or all of the above

national or international agencies (such as ISO Certification)

File Description	Documents
Paste the web link of annual reports of the Institution	Nil
Upload e-copies of accreditations and certification	View File
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

We, at IMER, hold gender equity as the highest priority with respect to the number of Employees/Students/IQAC Committee members, etc.

Institutional Initiatives:

1. Sensitizing staff in the workplace to set the standard for respectful behavior at work.
2. Conducting Mentor-Mentee meetings for all students to ascertain a healthy atmosphere.
3. Social media usage sensitization for all students through relevant programs.
4. Ensure unbiased teaching & learning activities for all students.
5. Provide equitable platforms to exhibit their talents and skill
6. The Institute has CCTV cameras and security guards stationed 24x7 at the institute to monitor safety and assist women in terms of their safety and security requirements
7. The institute has a Counselling facility with a counselor visiting the institute periodically to assist and help those who require help with any issues that they are facing.
8. The institute has hygienic and well-maintained common rooms and toilets for female students and faculty members
9. Celebrating "International Women's day" and highlighting

contributions of prominent women achievers on Mar2022.

10. AVISHKAAR (an association of women to promote entrepreneurship & personality development for women enabling & enhancing their social & economic self-reliance) and KLS IMER jointly hosted a session on "Brighten up the Mind and Body" on July 21.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://klsimer.edu/7.1.11.php

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

B. Any 3 of the above

File Description	Documents
Geotagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the institution for the management of the following types of degradable and non-degradable waste (within a maximum of 200 words)

Solid Waste Management:

In the existing system, all the solid waste is properly collected and the appointed staff regularly checks and manages the waste collection.

Waste bins have been provided in each classroom, staff room, office, administration facility, and computer lab. KLS IMER was felicitated at Edu-INDIA 2016, India International Centre, New Delhi. Felicitation was owing to Swachh Campus initiatives undertaken on the campus. Various factors like Dry & Wet waste management measures, Water treatment, Rain water harvesting tapping renewable energy sources, and creating a paperless environment were taken into consideration. IMER has also received national level CLEAN & SMART CAMPUS AWARDS - 2019, given by AICTE and TERRE Policy Center, for the best practices followed by the institution towards sustainability.

E-waste management

The obsolete computers are either donated to the sister institutions (schools) or the e-waste is auctioned to authorized recyclers.

Efforts for carbon neutrality

Entire communication on the campus across all stakeholders is electronic, some of the platforms used for communication are official WhatsApp groups, emails, Contineo (campus management system), oust, etc.

Vermicompost unit

The biowaste is converted to manure with the help of a Vermicompost unit, the unit is maintained on a regular basis

<https://klsimer.edu/7.1.3.php>

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

C. Any 2 of the above

File Description	Documents
Geotagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: <ol style="list-style-type: none"> 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping 	C. Any 2 of the above
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File Description	Documents
Geotagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy undertaken by the institution	
7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following: <ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5.Beyond the campus environmental promotional activities 	A. Any 4 or all of the above

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading materials, screen reading, etc.	D. Any 1of the above
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File Description	Documents
Geotagged photographs / videos of facilities	View File
Policy documents and brochures on the support to be provided	No File Uploaded
Details of the software procured for providing assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

We at KLS IMER promote an inclusive environment by conducting programs and events to promote cultural and regional harmony. Some of the events are listed below

- AVISHKAAR and KLS IMER jointly hosted a session on "Brighten up the Mind and Body by Ms. Trupti Karjinni on 29/07/2021
- Maharishi Valmiki Jayanti on 22/10/2021
- HIV/AIDS Awareness Program by Ms. Nagratna on 26/10/2021
- Swami Vivekananda Jayanti on 12/01/2022
- Dr B R Ambedkar Jayanti on 14/04/2022
- International Yoga Day on 21/06/2022

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

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

Being a citizen of India, some of the moral responsibilities and duties mentioned in the constitution are: We must respect the National Flag and National Anthem, obey the laws of our country, protect the power, unity and integrity of the country, safeguard public property, pay our taxes with honesty promptly, protect and preserve cultural heritage sites, protect, preserve and improve the natural environment, we must guard the country and maintain the spirit of a common brotherhood, we must respect, value and follow all the noble ideals used in the national struggle for freedom, etc. Inclusion of such commitments to the Constitution is important for the progress, peace, and prosperity of the country.

Institutional Initiatives

1. Celebration of "National Sports Day" at IMER 29th August 2021
2. Observing "Martyrs' Day" on 30th January 2022
3. Blood Donation Camp at IMER 26th March 2022

File Description	Documents
Details of activities that inculcate values necessary to transform students into responsible citizens	No File Uploaded
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization programmes in this regard: The Code of Conduct is displayed on the website There is a committee to monitor

C. Any 2 of the above

adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff Annual awareness programmes on the Code of Conduct are organized

File Description	Documents
Code of Ethics - policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programmes, etc. in support of the claims	View File
Any other relevant information	View File

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

The table is enclosed listing all national and international commemorative days, events, and festivals. Following are the links related to the events

https://klsimer.edu/amritvan_2022.php

https://klsimer.edu/Press_Note_Plantation_Drive.php

https://klsimer.edu/yoga_day_2022.php

https://klsimer.edu/martyrs_day.php

https://klsimer.edu/26_jan2022.php

https://klsimer.edu/National_Youth_Day_2022.php

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

https://klsimer.edu/Best_practices.php

Best Practice-1

Title of the practice - OUST Labs Platform for the students

Best Practice-2

Title of the Practice: Accord Entrepreneur of the Year Award on Foundation Day of the Institute.

File Description	Documents
Best practices in the Institutional website	https://klsimer.edu/Best_practices.php
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The institution has setup Incubation Centre on 27th July 2016 at KLS IMER, Belagavi in collaboration with Deshpande Startups, Hubballi, to support, promote and foster new start-ups in Belagavi region. The same encompasses the institute one of the vision criteria of excelling in the Industry institute interface.

Following are the web links pertaining to the respective programs conducted under the Sandbox Incubation center.

1.Success ofSandbox Start-ups: ADIS Technologies Pvt Ltd

Awards Received:

Winners of Animal Husbandry Startup Grand Challenge in Breed improvement - Had a mentorship to technical evaluation of technology in 2020.

Winners of BIG BIRAC 17th call (Biotechnology Ignition Grant (BIG) Scheme is grant-in-aid funding to support startups in the field of Biotechnology) 2021- Through C - Camp Bangalore mentor partner

Samriddhi IVRI Winners 2022

KLSIMER awarded Mr. Sujeet Hukkerikar, CEO, of Adis Technologies Pvt Ltdas an emerging entrepreneur of the year 2022.

<https://klsimer.edu/foundation-day.php>

2.A Shot at Entrepreneurship on 27th April 2019 in Belagavi.

<https://klsimer.edu/sandbox19.php>

3.Sandbox Start-ups

https://klsimer.edu/sandbox_event.php

4.Hack for Hire, Hackathon

https://klsimer.edu/hack_hackthon_2017.php

5.The Sandbox - IMER Incubation

https://klsimer.edu/sand_box_apr_15_17.php

6.Launching Mentors Network

https://klsimer.edu/incubation_boost.php

7.SANDBOX IMER

https://klsimer.edu/start_up_meet_at_kls.php

File Description	Documents
Appropriate link in the institutional website	https://klsimer.edu/foundation-day.php
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Plan of action for the next academic year

- To organize a National/International Conference in the year 2023
- Implementation of new program structure in line with NEP 2020 criteria for the incoming batch 2022-24
- Promotion of the Research Centre and enhancing research output
- Staff Development Program on Office Correspondence & Management for administrative staff
- Infrastructure upgradation and campus beautification
- Enhance Stakeholder Connect