

### **6.5.3 (QIM) Incremental improvements made for the preceding five years**

- The Internal Quality Assurance Cell (IQAC) has actively undertaken several initiatives to enhance institutional quality and promote sustainability. Key activities include conducting green, gender, sophisticated equipment and accessibility audits to ensure the institution meets environmental, gender equity, and accessibility standards. Sensitization programs on NEP and various rankings to the stakeholders of the university, along with initiatives such as drafting policies for all Sustainable Development Goals (SDG) were organised. Further, to know about the employee engagement and satisfaction, the IQAC has come out with a trilingual questionnaire for non-teaching staff which is an integral part in promoting inclusivity and supporting institutional development.
- Based on the increase in admissions and new recruitment of staff and also introduction of new programmes under NEP, the university has prioritized its institutional development plan by constructing academic buildings, quarters and common amenities through HEFA and UGC funding. This expansion is complemented by increased hostels and shared amenities, including a cafeteria, and improved internet bandwidth. Mobile towers from BSNL and Airtel have been installed to ensure strong connectivity throughout the campus.
- The implementation of green initiatives, such as the Solar Plant, which is the largest in any educational institution spreading over 15 buildings, 2 car parks and 2 land parcels. All these ensures the institution adheres to environmental compliance. Pondicherry University has also taken good number of modernization efforts that includes automating the operating e-battery vehicles, and offering bus transport services.
- On the technological front, the institution has integrated the SAMARTH system to streamline administrative and academic processes. Additionally, the rollout of NEP programs for both undergraduate and postgraduate courses significantly enhance its academic offerings. These programmes are framed inline to the course learning framework of NEP. In addition, University received AICTE approval for all MBA and M.Tech programs. Collaboration opportunities have expanded through a growing number of MoUs with national and international institutions for student/faculty exchange and collaborative research. Under this, MA Seal integrated programme is successfully implemented with student exchange.
- For better opportunities to students to gain internships, interact with entrepreneurs, university a dedicated centre like ACIC, PUSH, IIC, and Director (Research & Development Cell). To meet the ethical guidelines issued by UGC, University has Turnitin in place for plagiarism check. Course content development is also one of the important step that university has initiated, some of the faculty members have created course contents in SWAYAM and the courses are received.
- Among many initiatives taken by the university, another important one is recruiting the teaching and non-teaching staff, this is done through recruitment portal, which is an in-house application. A total of 133 faculty member were recruited, 35 non-teaching staff were appointed and 67 were regularised.
- Furthermore, policies for ICT, consultancy, and SOPs for MoUs, Cultural activities and single use place have been formalized and in implementation. A zero-tolerance policy is in place, with the appointment of an ombudsman and anti-discrimination officer, reflecting the institution's holistic approach to excellence and student welfare.