

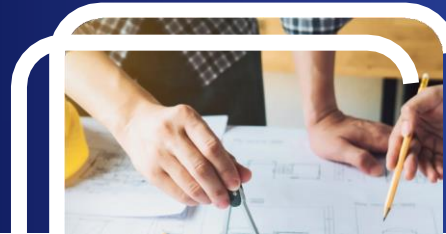
JOURNEY OF IIMTU Towards EXCELLENCE



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CURRICULAR ASPECTS

We believe that the education system must be reformed and transformed to meet the needs of the world. Thus at IIMT University, we plan, aspire and execute to achieve the same.

Identification of Local and Regional Needs

- IIMT University is in Meerut City. Meerut is famous for sports goods, musical instruments, scissors, handloom and gold jewelry.
- It is a tourist destination and a media hub with 100's of news channels, radio stations
- Meerut and nearby regions have sugar mills, paper mills, dairy farms, cotton and textile industries and agriculture-based Industries.
- The need identified is to support the above mentioned Industries, to uplift the economy of the city and become a Centre of innovation and research.

Identification of National and Global Needs

- There is a dearth of skilled workforce to work effectively according to the needs of the Industry, which is why India has not developed so well.
- The entire globe suffers with the lack of health experts who can cure through Natural remedies, Ayurveda and Naturopathy.

Modification of the Curricula and relevance to the local, national, regional and global developmental needs

The Course Curriculum of each course is developed by Board of Studies (BOS) which comprises Academicians of national repute, Leading HR Professionals and Experts from the Industry. BOS follows standardized and all-inclusive procedures to develop a new curriculum and to review & modify the existing ones on the basis of the feedback of the faculty members, students, alumni & industry employers.

- The Curriculum of all the Courses are designed systematically to meet the needs at the local, regional, national and international levels and are specified in the Program Outcomes of all the Programs. Course Execution Strategy is prepared and gets linked to the Course P.O's, assessment and evaluation methods, credits and overall outcome of the Course.
- Electives and Optional subjects are offered to choose according to the students' interests areas and career aspirations.
- Curriculum courses like B.Tech, Diploma, BCA, MCA, B.Sc (CS&IT) are modified with the integration of minor industry credentials with the degree.
- A student of agricultural science compulsorily undertakes projects, case studies, assignments and free consultation which are related to the agricultural farming and Business as a mandate of the curriculum.
- School of Hotel Management, Catering & Tourism is providing Hospitality Professionals and supporting domestic Tourism of Meerut.

- Curriculum of the Courses BAJMC and MAJMC is designed to fulfill the need of quality workforce for the local radio stations, news channels and newspapers of the city.
- BAMS, BNYS, Ayurvedic wellness center and hospital is not only providing healthcare professionals to the country but also providing free Consultancy to society as a compulsory part of the course curriculum.
- Courses of Nursing are formulated as credit courses (following guidelines of INC) and the free nursing services are provided in the rural areas.
- Meerut has given famous shooters, wrestlers, cricketers to the sports world. IIMT is also supporting this mission through Sports based scholarship and standard sports facilities.

Global Outreach

IIMTU provides global exposure to the students through Academic and Research Collaboration. Ambassadors and High Commissioners are also invited for Guest Talk which promotes global learning and widens the horizon of the students. University has successfully hosted 70 Ambassadors so far which has been benefitting 12000 students every year.



In today's fast-paced and unpredictable business environment, organizations seek employees who are not merely present for benefits but are ready to face challenges and contribute to the company's growth. This demand highlights the necessity for professionals to possess not only technical abilities but also soft skills, adaptability, and a willingness to learn, which are crucial for thriving in a VUCA (Volatile, Uncertain, Complex, Ambiguous)

world. A staggering 80% of organizations believe that modern students are lacking in employability, soft, and social skills, essential for integrating into their corporate culture.

Recognizing this gap, IIMTU has designed programs aimed at transforming students into highly skilled professionals ready to tackle the demands of the corporate world. These programs focus on elevating employability and entrepreneurial skills, thus preparing students not only to be job seekers but also job creators.

Core Framework for Transformation

- **Classroom Experience:** Offering engaging and stimulating classroom sessions.
- **Leadership Development:** Aiming to produce world-class leaders through energy and commitment.
- **Value and Purpose-Driven:** Encouraging change through a strong sense of values and purpose.
- **Expert Facilitation:** Leverage highly evolved facilitators to energize learning.
- **Professional Engagement:** Commitment to creating deeply involved professionals.
- **Industry 4.0 Readiness:** Equipping students with the skills needed for the future.

Programs to Enhance Employability Skills

IIMTU's Employability Skills Program covers comprehensive modules from communication, social graces, business presentations, to goal setting, time management, and leadership skills, ensuring a complete transformation from student to professional. Technical skills for Industry 4.0 readiness are also bolstered through partnerships with leading platforms like Google, meta, Coursera, and IBM, offering certifications in key areas such as Business Analytics and Data Science.

Entrepreneurship Skills Development

With the vision of creating job providers, IIMTU integrates entrepreneurship education in its curriculum, encouraging students to explore their entrepreneurial potential. The EDP Cell and IIMT CIIE provide essential support, including mentorship, co-working spaces, and funding connections, aiming to launch successful startups and foster a strong entrepreneurial ecosystem.

Skill Development Initiatives

In alignment with NEP 2020, IIMTU incorporates Skill Development/Enhancement Courses (SEC) into its curriculum, offering a wide range of courses in partnership with national and international agencies. These courses cover diverse areas, including Android development, Cloud Computing, I/ML, EV and more, ensuring students are well-prepared for their future careers. In summary, IIMTU's programs are designed to bridge the gap between academic preparation and the demands of the corporate world, focusing on developing a well-rounded

skill set that includes soft skills, technical expertise, and entrepreneurial capabilities. This holistic approach ensures that students are not only ready to enter the job market but are also equipped to lead and innovate within their chosen fields.



Philosophy:

IIMT University believes that **“Learning has not taken place until the behavior has changed”**. There is no point delivering theories and information of the Universe and focusing on marks until we create professionals with ethical, social and human values.

Framework

The curriculum is designed (as per NEP 2020) in such a way that it expedites holistic learning, maintains interest of each student and encourages exploring his potential to utilize it for the growth of self, family, nation and the world at large.

Plz click: IIMT University: Implementing National Education Policy for Inclusive Growth (Link: <https://iimtu.edu.in/page/nep-2020>)

SDG –UN Sustainable Goals are discussed among the students and the entire activities are carried over keeping these in Mind.

I. Efforts to Integrate Cross Cutting issues relevant to Professional Ethics

- The University has a credit course Human Values and Professional Ethics to provide value based education.
- This is a compulsory course and provides a platform for introspection, analysis, discussion to find solutions to the moral, spiritual and ethical problems of life.

- Workshops and Guest Lectures of academicians, Industry Experts, spiritual gurus and life skill masters are also arranged.

II. Efforts to Integrate Cross Cutting issues of Gender

- Role Plays, Classroom sessions, Film Screenings, Presentations and Discussions, Illustrations & Case Studies (from arts, literature, politics, philosophy, Science) are conducted to sensitize the Youth towards Gender Equality.
- Gender Champions are made to carry out activities to sensitize groups of opposite genders.
- University has its ICC Committee and “Women Grievance Cell” to protect the Females Students and Faculty Members.

III. Contribution towards the SDG 5- Gender Equality

- By promoting female faculty members and research scholars in research area.
- By extending mentorship, co-working space, investor’s connect and seed funds to Women Entrepreneurs.
- Successful female student ratio who has completed their degree is approx. 40%.
- Participation of females in decision making and stake holding. There is a mandate to include female members in each Committee/ Council.
- Approx. 45% of females are defining the senior roles in academics.
- Day care/ Crèche facility for female faculty, staff and students as well.
- Provision of maternity and paternity leaves.

IV. Efforts to Integrate Cross Cutting issues of Human Values

- IIMTU has an MOU with “Sanskrit Shiksha Nayas” -an organization forming a cluster of universities to promote Values and Ethics in the Students, the value education cell of the university is also promoting the inculcation of values in the students.
- Charity to the old age Homes & Orphanages, Blood Donation Camps, Road Safety Awareness Campaign and NCC/NSS Program in the university are imbuing Human Values in the students. IIMT University has adopted five Villages under UBA and students give free services as per their course, which is again instilling human values in them.
- Efforts to Integrate Cross Cutting issues of Environment & Sustainability
- University maintains its Flora & Fauna, biodiversity and ecosystem of the campus.
- IIMTU has an “**Environmental Club- Prahri**” which organizes plantation drives, cleanliness drives, emphasize on reuse, recycle and reduce rainwater harvesting, solar energy and biogas consumption.

V. Efforts to Integrate Cross Cutting issues of Scientific Ethics

- Workshops & Sessions on Publication and research ethics are organized to aware the faculty members & researchers.



TEACHING LEARNING & EVALUATION

Philosophy: IIMT University believes that every Student is unique. Proper attention, careful guidance and plethora of opportunities should be given to each student so that they understand themselves, their learning styles, needs and aspirations.

Efforts to assess the learning levels

- To identify and categorize Advanced and Slow learners, **assessment records are maintained on the basis of Class tests, assignments, Quiz and Sessional Exams.** Students who **secure less than 50 % marks** are considered as **slow performers** and **rest** are considered as **Fast Learners**. Categorization varies from school to school as per the mechanism decided.

Special programmes to cater to differential learning needs of the students.

- University organizes **orientation programme** at the commencement of each session which creates awareness among the students and the parents about the university's rules, regulations, policies and the facilities. Students get to know what all opportunities are available to explore, activities to participate and things to learn.
- IIMTU has a **Mentor-Mentee system** where each faculty is assigned with minimum 15 students as mentees. This system reveals the **differential learning needs** of the student during the meeting and then mentor takes corrective measures with the concerned faculty accordingly.

Measures to facilitate slow learners

- The Slow performers are given **special counseling sessions** by their mentors so that they improve. Mentors also take proper follow-ups on the performance of the students.
- Remedial classes** are conducted after the college academic hours with extra attention and flexibility.
- Question banks are given to students. Group activities** are conducted to improve the overall standard of the students in terms of their subject understanding, practical applicability of the learned concepts and presentation in the exams.

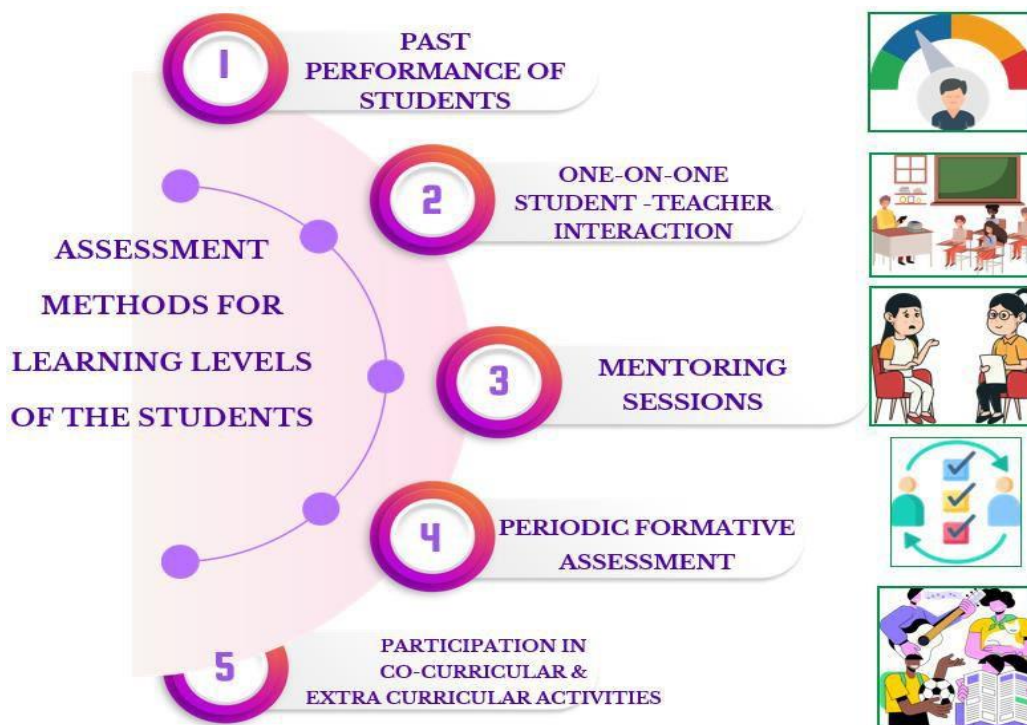
Measures to facilitate Advance learners to become best performers

- IIMT University organizes **various Co-Curricular activities** like workshops, Conferences and seminars to upgrade the students on latest advancement in their respective fields. They participate and learn on the platforms facilitated in association with professional bodies.
- IIMT University offers Certifications with Industry credentials in association with NSDC, Google, Coursera, Saylor Academy, IIT Kanpur, Tally, Cognizant, Accenture etc.

- Students are motivated to get Certifications from NPTEL.
- Various **Students Clubs** are formed to facilitate learning of skills and development of competencies.
- Constant **brainstorming sessions, regular assignments** to spark lateral thinking, out of the box mindset, trainings based on professional wisdom and skill development are provided.
- Participation of students in SIH (Smart India Hackathon) which brings the next generation evolution by inclusion of new methodology and inculcates the culture of Start-UP and innovation ecosystem.
- Proper internship opportunity is provided to the students to give them the **exposure of the industry** and provide the professional finesse which is require at the time of final placements.

Initiatives for Slow as well as Advance learners

- Guest Lecture of the Industry experts and academicians, NCC/NSS/UBA activities, NPTEL Certifications, ICT for Teaching, Faculty Development Programs are some efforts taken to upgrade all types of learners.



Experiential Learning/Experimental Learning

In Experiential learning students “learn by doing” Experiential learning activities can include hands-on laboratory experiments; it connects theories and knowledge learned in the classroom to real-world situations. Experiential learning includes Internships/Industrial

training, Field work, Student Research Projects. Field work is frequent in School of Life Science & Technology, College of Education. Hospital visits are common in IIMT Ayurvedic Medical College and Hospital, IIMT College of Medical Sciences (Nursing), School of Agricultural Sciences. Court visits by students of College of Law. Community Development Activities in case of IIMT College of Medical Sciences (Nursing) & College of Law.

Participative Learning

- University has interactive and inductive student centric methods like Problem and case study based teaching, Group discussions, Group projects, Debates, Quizzes, brainstorming sessions, Nukad Nataks, Presentations on their technical subjects, Guest Lectures, Designing live projects, Student Development Programs.
- Various awareness Programs like students are taken to camps to make them aware of nature.
- Hotel Management Students are given the responsibility to arrange Theme Parties. School wise students celebrate special days. Students participate in various technical and cultural competitions. Students of Journalism anchor the events, read news in the news channel (IIMT Media), act as Radio Jockeys in IIMT 90.4 FM and make documentary movies.
- Students of Ayurveda, Naturopathy, Nursing, Optometry and Physiotherapy organize free Healthcare camps and provide consultation in and around the city.

Problem solving Methodologies

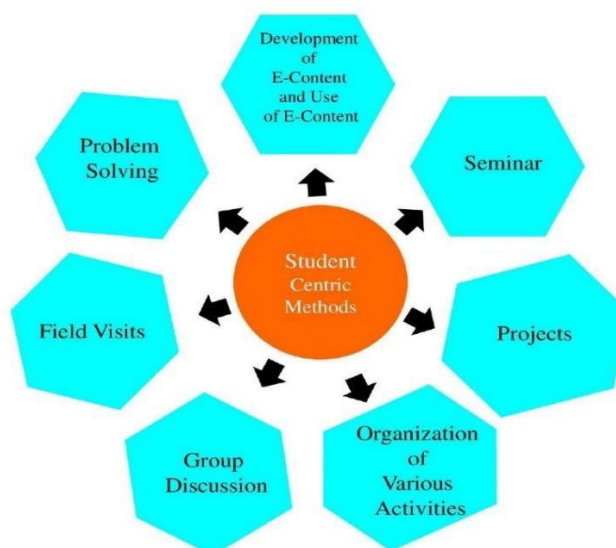
- Problem Solving Methodologies develop critical thinking skills in students, which are essential for success in every sphere of life. Students become creative in their thinking. Students learn to apply their knowledge to real-world situations. Once students successfully solve their problems, they become confident with their abilities. Presentation Competitions enhances the skills of students. Presentations are judged for originality and creativity, organization of content, oral presentation, knowledge of material, clarity of artwork.
- Students collaborate on interdisciplinary projects that address societal challenges. Integrating knowledge from different domains will enhance their problem-solving abilities and promote holistic solutions, societal well-being, educational effectiveness, economic empowerment, and mental health. Lab sessions equips learners with practical knowledge and skills that are directly applicable in real-world situations, making the transition from education to the workforce smoother. Industrial visits supplements the academic learning with practical experience, facilitate career exploration, and provide a platform for networking and industry exposure. Workshops offer some practical tools & techniques to de-stress, overcome anxiety, reduce overthinking, rejuvenate & refresh.

IT Enabled Tools & E-Resources

- University has updated laboratories, smart classes with modern ICT tools like Smart Digital Panels, LCD/LED/ Projectors, Audio Video recording facilities, Wi-Fi/ LAN etc.

for interactive teaching process. The entire campus is Wi-Fi enabled with a bandwidth of 1 GBPS.

- Subject Notes, Assignments, Question Banks, E-lectures are available on the LMS.
- E-resources like E-journals, E-books, database, E-ShodhSindhu are there in the library.



Philosophy

Every *student is unique* and has the ability to reach the highest level of potential if has commitment, consistency and clarity of what has to be achieved and how it can be achieved.

Opportunity of “One to One Counseling Sessions”

- Many students are crowded with doubts, fears and dilemmas. They face issues related to *career choices, choosing specialization, understanding their strengths, language issues with parents, dilemmas related to values and ethics etc.*
- Mentor-Mentee scheme through *one-to-one counseling* addresses academics and psychological issues of the students. It facilitates *proper guidance, care and mentorship* so that the students are capable to reach their goals with full potential.

Upsurges Student’s Performance

- This system is so effective that its results are visible in the *student’s performance* in the classroom, examinations and placement activities. The students have a *personal support system* which gives them strength, courage and belief to perform at his best in almost all spheres of academic and professional journey.

Structure of Mentor-Mentee Scheme

- In this Mentor Mentee scheme, *each faculty is minimum 15 students* as mentees to nurture and empower them with their intelligence, knowledge and experience of personal and professional life. A relationship which starts with a formal rapport

building gets nurtured with the passage of time with right guidance, counseling, support, love, trust and warmth.

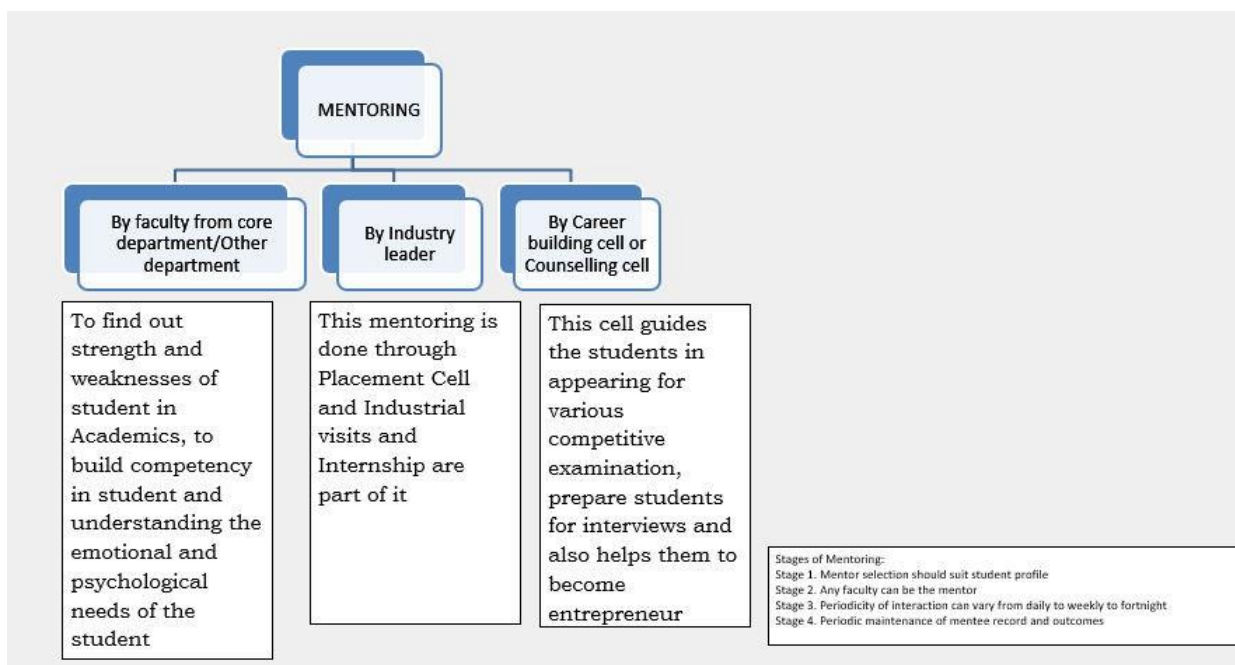
- Mentors **conduct regular meetings, maintain a detailed progressive report of each mentee, keep the contact details of the parents, regularly encourage, counsel and guides the mentees and remain in contact** with all of them during the course as a duty and after the course as a choice

Extends Academic Guidance

- Guidance on academics is given by the corresponding mentors. Guidance concerning the **professional goals, choice of subject, career and higher degree** is given. If a student wants to become an **entrepreneur**, then the right guidance is given accordingly.
- Academic issues related to **subject knowledge, extra classes, Projects, internships, summer projects and exams** are handled, proper record of the same are maintained by the mentor.
- Mentees are encouraged to **participate in co-curricular and extra-curricular activities** and the mentors track their performances. The improvements are noticed, records are maintained and proper feedback is given about the same. Thus, the student learns and performs, gets evaluated and directed properly resulting in increased participation in the activities and improved performances.

Extends Personal Warmth and Care

- Psychological issues, issues related to peer pressure, emotional blockages and brain fog are dealt with utmost care and trust.



Framework:

We are educating the students according to National Higher Education Qualifications Framework (NHEQF) which states that the student must possess the Quality and Characteristics of the graduate of a Programme, including learning Outcomes relating to the disciplinary areas in the chosen field of Learning and Generic Learning Outcomes that are expected to be acquired by a graduate on Completion of the Programme.

Initiatives taken by the University to transform its Curriculum towards OBE.

IIMT University has designed and developed the Course Curriculum and clearly formed its COs (Course Outcomes) after taking the feedback of the Industry Experts, Alumni, Academicians of National and International repute along with researchers and faculty members of that field. The Qualities, Characteristics and the Graduate attributes as per NHEQF are kept in focus while designing and delivery of the Curriculum. The philosophy is to

1. Facilitate complete knowledge & Skills from foundation to the recent developments.
2. Cultivating Competency in sync with the Industry Skill Needs
3. Foster Citizenship, Values and Ethics
4. Ensuring Holistic development of the students
5. Creating Lifelong learners

Every step is taken to ensure that the Course Outcomes (COs) are mapped to respective Programme Outcomes (POs) & Program Specific Outcomes (PSOs) and are the foundation of Curriculum Development, Evaluation Strategies and the teaching Learning Process. Each course whether theoretical, practical, internship based or workshop based are meticulously & prudently designed to meet the Programme Objectives.

Formulation of syllabus and Curriculum development is designed so that the student gets the complete Practical, Professional and Procedural Knowledge to become a competent and skilled professional after the Completion of the Course, for PSOs attainments.

Student should also become Competent enough to be an entrepreneur and establish his/ her own enterprise. Entrepreneurship development cell which also conducts awareness programs and guides the student from starting the organization to launching the Product.

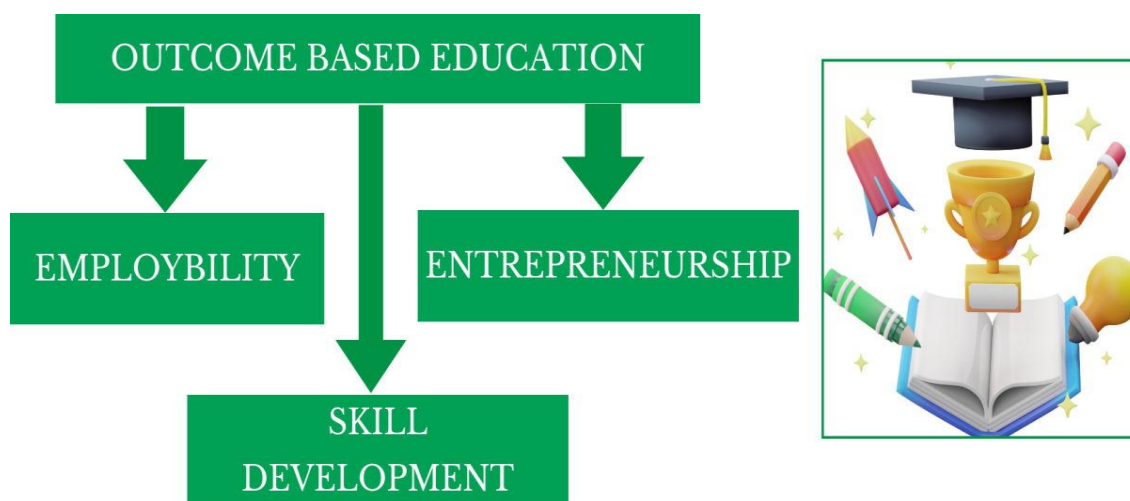
Brainstorming sessions, Group Discussions, Presentations, Case Studies, Simulation exercises are effectively utilized in the teaching learning process so that the foundation of the Core Concepts get stronger and curiosity to know the new lights up. R&D Cell organizes idea hackathons/ ideathons to facilitate lateral thinking, creativity and innovation.

The framework of Bloom's taxonomy consisted of Knowledge, Comprehension, Application, Analysis, Synthesis and Evaluation is applied during the development of the

COs. Each Course thus helps in meeting the POs and the graduate attributes are achieved. Question Bank of each course is made as per UGC guidelines and Course Objectives.

INPODS software/ OBE module is used for mapping of Course Outcomes in accordance with the Programme Outcomes of each programme.

The COs and POs are explained to the students during the Orientation week and are encouraged to actively participate in all the activities carried out to attain those.



RESEARCH, INNOVATION & EXTENTION

IIMT University has well defined Research Promotion Policy (RPP) which is uploaded on the University website and implemented with the timely updating with the aim in pursuit of excellence the research outcomes. IIMTU is a value driven research oriented university emphasizes on research and development of innovative and technologically integrated practices to build the best research environment for students, scholars and faculty members.

Faculty members and students are encouraged to get involve in interdisciplinary and multidisciplinary applied research and utmost care is given to provide state-of the art research facilities. Research expenses hold an important part in the yearly financial budget, thus allocation of funds is easy and planned things are executed & achieved.

Research Promotion Policy of IIMTU has been implemented with the main focus on:

- **Developing a research culture** among staff and students through research awards/facilitation, Career Enhancement Schemes based on Research, Financial support for attending FDP/Conference/Workshop/Training Programs, publishing IPRs and professional membership.
- **Promising multidisciplinary & interdisciplinary research** through seed money grant, research Fellowship to Ph.D. scholars.
- **Ensuring research ethics** including Bioethics, Animal Ethics, and Chemical Safety ethics in all research conducted by students, scholars and faculty members.
- **Creating an intellectual environment and infrastructure** supportive for collaborative research among students, scholars & faculty from various Schools/Colleges.

Regular Research activities have been organized through Centre for Innovation, Incubation and Entrepreneurship (CIIE), Business Incubators, IPR Cell, Entrepreneurship Development Cell, Skill Development Cell and Schools/Colleges of the University to enhance the research skills of students, scholars and faculty members focusing on the advancement in the field of their respective disciplines in alignment to other disciplines as well.

Research Facilities

IIMT has developed state of art research amenities for offering good quality of education and conducting advanced research in emerging areas.

- **Centre for Innovation, Incubation and Entrepreneurship (CIIE)** has got an R &D cell, Two Business Incubators, IPR Cell, Entrepreneurship Development Cell, and Skill Development Cell. These cells provide a platform to the young minds to brainstorm, apply theory into practical and create novel solutions & viable products.
- **Business Incubators** not only facilitates in creating entrepreneurs but also collaborates with Industry experts, partners, leaders and investment professionals.

The staff and students of the institute have also been offering consultancy services to industries and firms.

- **The R&D Cell** is involved in extensive research in the fields of engineering and technology, Medical Sciences, Life Sciences, health and wellness etc.

There are a total of 117 research laboratories across all the School/Colleges to support the research in the concerned field.

- The CIIE and R&D cell has its Board of members which consist of dean research, eminent academicians and experts to guide the cell and maintain the international standards.
- Testimony of the excellence in the area of research and Innovation is the positioning of IIMTU in the band of 51-100 in the Innovation Category of National Institutional Ranking Framework (NIRF) India Rankings 2023, 1156 innovative projects, 135 plus patents (published/granted), 753 plus research publications in UGC Care/SCOPUS/PUBMED/Web of Science and 8073 plus Books Chapters and 215 plus Book Publication are the outcomes of the unwavering commitment towards promoting research & innovation in the education ecosystem and meet the aspirations of Society & Industry across the globe.

INTELLECTUAL CAPITAL



IIMT University is dedicated to continuously surpassing on creating and sustaining with innovative ecosystem to connect the young minds. The foremost objective of the developing research eco-system is to stimulate creativity and innovation among students, scholars and Faculty members and also to facilitate development of innovative and incubation systems, procedures, products, technologies and services to assist the society.

The University has several in-house research facilities that can be used by students, scholars and faculties which include:

IIMT-Centre of Innovation, Incubation and Entrepreneurship (Incubator) of the University is associated with MoE-IIC IIMTU cell (among top ten in northern India since 2018) for recognizing the innovative ideas of the young minds by conducting hackathons, ideathons, established IPR cell to protect the intellectual property rights of innovations and new research and facilitate the patenting of ideas, EDP cell to motivate students towards entrepreneurship, MSMEs, Start-ups Employability Skill Enhancement training cell which is providing training to enhance the skills of the students through the following state of art centre of excellence.

IIC-Cell (Institution Innovation Cell)

IIMT UNIVERSITY has established **Institute Innovation Council (IIC)** in year 2018 in collaboration with **Ministry of Education (MoE), Govt. of India** at university level supported by **Institute Innovation Cell** at each institution level under **IIMTU-IIC** to systematically foster the culture of Innovation amongst all Students of IIMT University. IIC-MoE conducted activities sessions on IPR literacy & awareness in association with MSME, TDC (PPDC), Ministry of MSME, and Govt. of India.

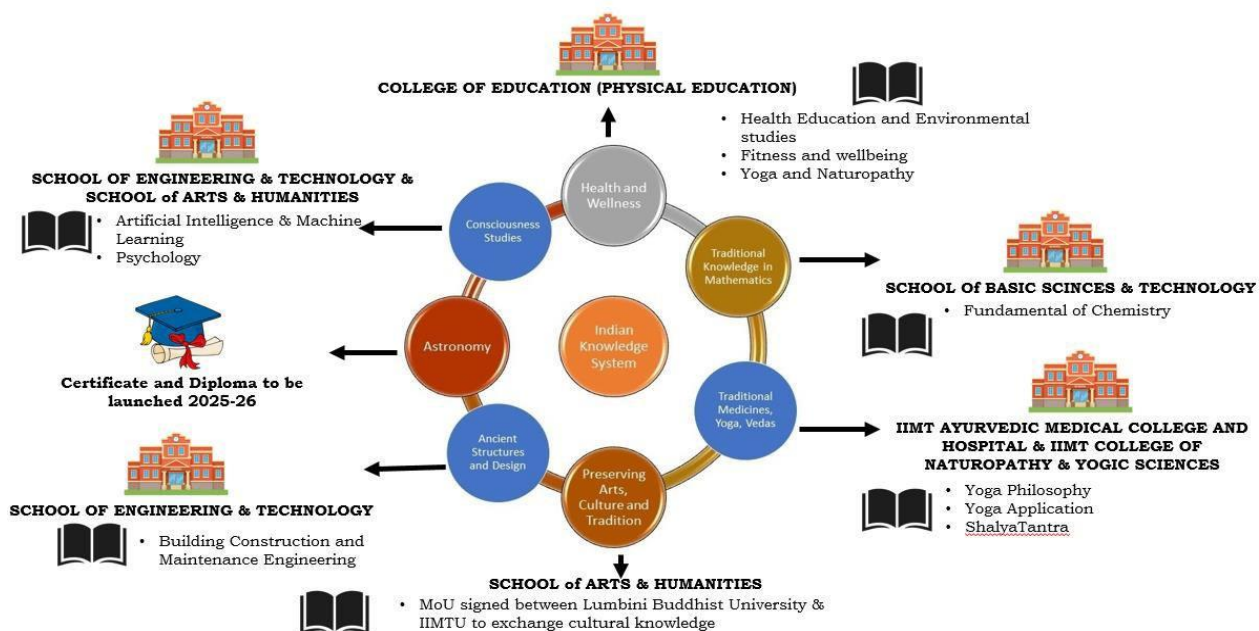
From initiation year 2018-2019 till 2022-2023, IIMTU has received 4 stars out of five and also listed in the top ten institutions in Northern India for its leading role in conducting innovative activities by IICMoE, GoI.

IIMT - Business Incubator Foundation, IIMTU, MEERUT

IIMT University has set up a Business Incubator, IIMT-Business Incubator Foundation (registered under section 8 of Company Act 2013, a non-profitable entity for the promotion of research, innovation, incubation and start-ups) with on-campus pre-incubation and incubation facilities in the areas in which the expertise is available to guide the students and budding entrepreneurs, like, Engineering and Technology, Bio-technology, Pharmaceuticals, Information Technology, Nano-technology, Polymers, food Processing, Herbal Medicines, Agriculture, health sciences, water purification etc. A total of 20 Startups have been established under the guidance of IIMT - Business Incubator Foundation, IIMTU.

IPR-Cell (Intellectual Property Rights Cell): The Intellectual Property Rights Cell (IPR-Cell) at IIMTU raises awareness and advises on intellectual property rights, helping protect innovations through patents, trademarks, and copyrights. By A.Y. 2022-2023, it achieved 159 IPRs for faculty. It also offers IPR management courses in collaboration with TIFAC, DST, and Govt. of India.

Additionally, IIMTU has an Indian Knowledge System cell, providing optional Sanskrit and Hindi language courses. It promotes value-based education in collaboration with "Sanskrit Shiksha Nayas," offering courses on human values, ethics, and management. Partnerships with Sanskriti Central University and Rashtriya Sanskrit Sansthan enable informal Sanskrit education, certifying around 500 students in ancient Sanskrit.



IIMT University has played a pivotal role in fostering a strong bond between educational institutions and their surrounding communities in the terms of Extension & Outreach Activities. By conducting these activities, IIMTU has serve as a bridge, connecting students with the real-world challenges and needs of their neighborhoods. The impact of extension activities is multifaceted, ranging from community development to individual skill enhancement. During the last five Academic years, University has involved the students under multiple activities like Unnat Bharat Abhiyan, Health Checkup Camps, Legal Aid Camps, NCC, NSS Camps, and University Social Responsibility. Extension activities and are sensitizing students to the diverse issues faced by their community members. IIMTU is strengthening the various missions & schemes of Government of India like- Ek Bharat Shreshtha Bharat, Unnat Bharat Abhiyan, National Service Scheme, Atal Mission, NITI Aayog, Swacchh Bharat Abhiyan, IDY, Ministry of Ayush Azadi ke Amrit Mahotsav through various initiatives.

Adoption, Upgradation and Upliftment

1. IIMTU has **adopted five villages** under Unnat Bharat Abhiyan (UBA) with a mission to educate and develop. **Initiatives on education, healthcare, sanitation and waste management** are taken in these villages. During the process students become empathetic, learn to impact, understand the needs of the common man and try to give practical solutions.

2. Students of IIMTU through surveys **help to upgrade the quality of living standards** of the villages. They study, analyze, make reports, discuss with the sarpanch, find solutions and improve the community facilities and living standards.
3. **National Cadet Corps (NCC)/ National Service Scheme (NSS) Unit** of the University also organizes various awareness programs in the society for instilling citizenship and patriotism amongst the people through role plays, road shows, rallies etc.

Sensitization and Awareness Programs

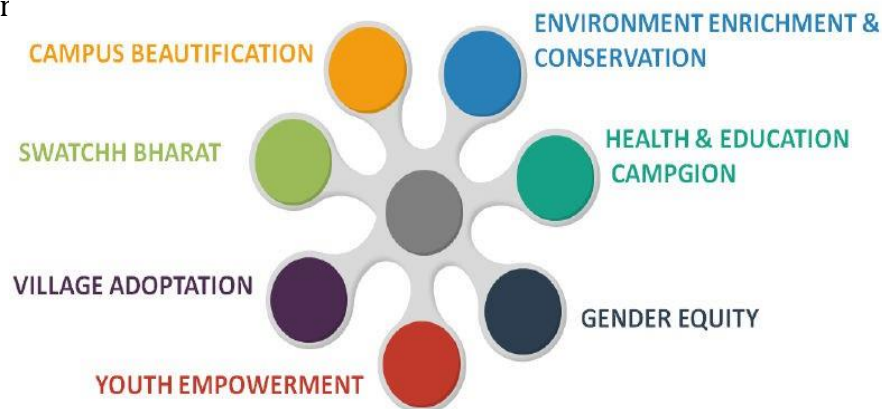
1. IIMTU students often organize **Plantation Drives** in the University and nearby places, get attached to Mother Nature and become responsible citizens.
2. Students organize **cleanliness drives** under **Swacchh Bharat Abhiyan** in the city and in nearby places. It helps not only in building the right attitude towards cleanliness but also gives them the boost to find more **practical and sustainable solutions**.
3. **Blood Donation Camps, Donation and Charity** for old age homes, orphanages, contributing in the marriages of the poor girls, helps in building compassion, love and righteous conduct in the students.
4. Students organize awareness campaigns on **“Road Safety”, “Duties of a Citizen”** with the help of role plays, nukkad natak, road shows etc to reinforce the ethical and constitutional values in themselves as well as in the society.
5. Students of Mass Communication through Nukkad Natak hits on social issues like **female foeticide, dowry, illiteracy, health and hygiene, gender inequality etc.**

Medical Outreach Programmes

- Students of Ayurveda, Nursing, BPT, Optometry and Yoga Programs **organize Free Health Checkup Camps** of Eye Screening, Ayurveda Therapies, Genetic Diseases, Yoga Sessions, and Physiotherapy Camps etc.

Awareness Programmes through IIMT 90.4 FM and IIMT Media

- Conduction of talk shows where bureaucrats, Administrative Officers, Doctors and Lawyers are invited to talk on societal **issues like health hygiene, safety rules, government schemes, education and career, rules and regulations etc.** These talk shows are large.



INFRASTRUCTURE AND LEARNING RESOURCES

Nestled amidst a sprawling 50-acre oasis of lush greenery, IIMT University stands as a testament to architectural beauty and academic excellence. The campus, with its vibrant flora, serene artificial lake with a stunning flower-shaped temple, and three other majestic temples adorned with giant idols, is a visual delight and a spiritual haven. The tranquility of the surroundings is further accentuated by enchanting fountains, beautifully manicured lawns, and vibrant flower beds, creating an environment that soothes the soul and inspires the mind.

The university's commitment to providing a world-class educational experience is evident in its state-of-the-art infrastructure, which is in perfect harmony with its natural surroundings. The campus boasts seven academic blocks, each a hub of innovation and learning, equipped with ICT-enabled classrooms and laboratories furnished with the latest technology and equipment. These blocks serve as the nurturing ground for future engineers, scientists, and professionals, with facilities like engineering workshops, language labs, and a research & development lab that meet global academic and research standards.

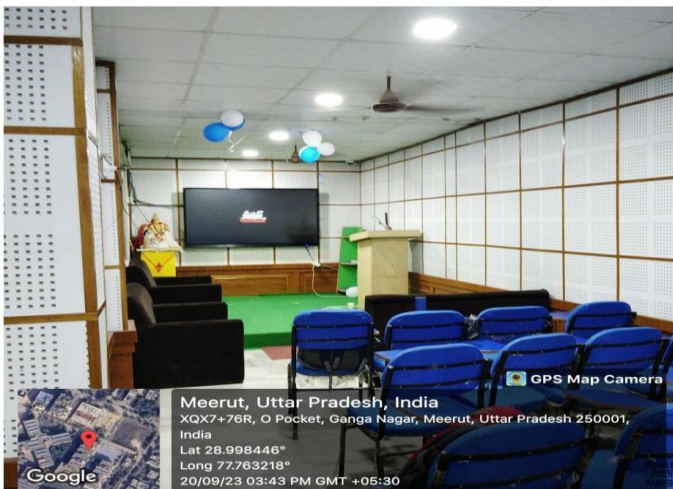
In the realm of sports, IIMT University is a breeding ground for national and international athletes, offering an array of top-notch facilities. The campus features a cricket academy, volleyball and basketball courts, badminton and tennis courts, a football field, a shooting range, and even facilities for horse riding, wrestling, kabaddi, archery, boxing, martial arts, and various indoor games. This comprehensive sports complex caters not just to physical education students but to all who seek to balance academic rigor with physical vitality.

Each academic block on campus has its own unique character and purpose. Block A serves as the administrative heart of the university, housing key offices and departments, along with versatile conference rooms and seminar halls. Block B, dedicated to engineering and technology, is a hub of innovation with state-of-the-art labs and an auditorium, set against the backdrop of a picturesque lawn and fountain. Block C focuses on medical sciences, offering specialized facilities like a physiotherapy clinic and medical labs.

Block D is the creative core of the campus, with advanced computer labs, a well-designed studio, and audio-visual labs for mass communication and journalism students. Block E caters to pharmacy students with its specialized labs, while Block F transforms into a real-world hotel setting, providing hotel management students with practical experience in a fully-equipped environment. Block G houses a moot court and smart classrooms for law students, and Block H is dedicated to education, featuring specialized rooms and labs for future educators.

The campus is also home to a TCS center capable of conducting large-scale online assessments, an econtent development facility, and healthcare facilities, including an Ayurveda hospital and IIMT Lifeline hospital. With a computer-to-student ratio of 1:3, IIMT University ensures that every student has access to the latest in computer technology and digital resources.

At IIMT University, the fusion of state-of-the-art facilities, natural beauty, and a vibrant academic atmosphere creates an environment that not only fosters learning and innovation but also nurtures the holistic development of its students. The campus is more than just a place of education; it's a journey into the realms of knowledge, creativity, and self-discovery, set in a serene and inspiring environment.



At IIMT University, the central library and its five departmental counterparts stand as beacons of knowledge, embodying the institution's commitment to academic, ethical, and professional development. These libraries, with their state-of-the-art facilities and vast resources, play a pivotal role in the university's pursuit of intellectual and personal growth, emphasizing the importance of books in shaping well-rounded individuals.

Spanning an impressive total area of 3017.1 square meters, the libraries collectively offer a welcoming space for 908 readers, with the central library alone accommodating 333. Each library, be it Law, Education, Pharmacy, Nursing, or Ayurveda, is thoughtfully designed to cater to the specific needs of its discipline while providing a harmonious environment for study and research.

IIMT University's libraries operate from 9:00 am to 5:00 pm, extending their hours to 7:00 pm during examination periods, demonstrating the university's dedication to supporting students in their academic pursuits. The heart of these libraries is the innovative Integrated Library Management System (ILMS) software KOHA, which has been enhancing the library experience since 2017. This fully automated system, accessible via the link (<http://iimtopac.icloudems.com>), simplifies operations with barcode technology, streamlining the issue and return process of the extensive collection of books, which are all barcoded for easy management.

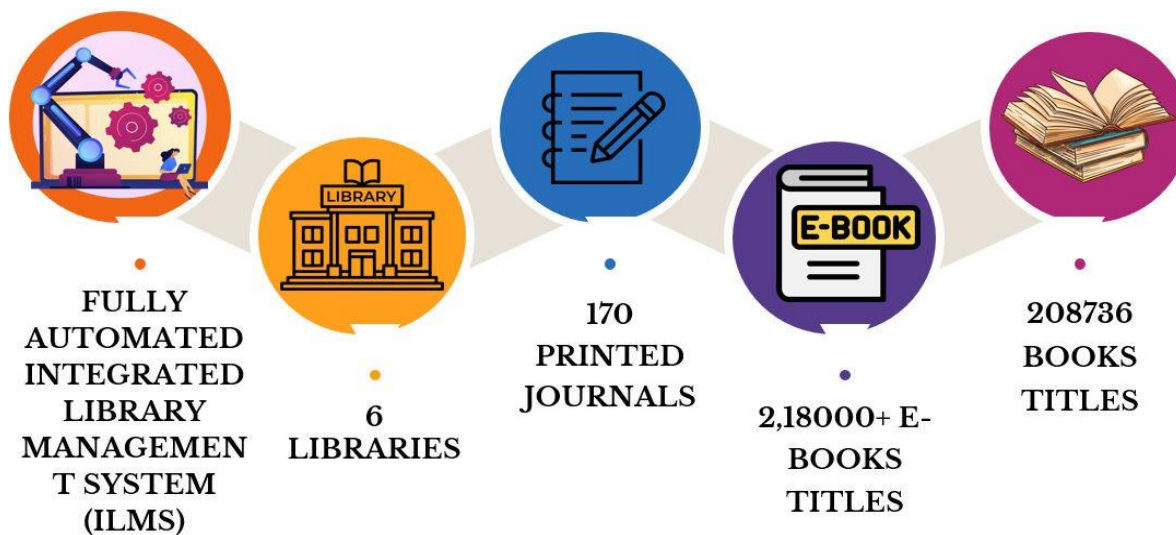
The central and departmental libraries boast a collective treasure trove of 2,04,047 books across 21,618 titles, encompassing a wide range of subjects, self-help and motivational literature, atlases, dictionaries, biographies, encyclopedias, manuals, yearbooks, and more. This expansive collection is meticulously curated and regularly updated by a dedicated library committee, ensuring the preservation of valuable older works alongside the introduction of new titles.

Embracing the digital era, the libraries provide access to an impressive array of e-resources, including 2,18,00 e-books, 3,295 audio e-books, and an annual subscription to approximately 170 national and international print journals, 35,000 e-journals, and e-magazines. Furthermore, the libraries maintain a regular subscription to essential academic databases and services like IEEE, J-Gate, DELNET, EBSCO, Refread, AIR Combo, SAGE, e-Shodhsindhu, E-Shodhganga, NDL, and NPTEL, significantly enhancing the research capabilities of students and faculty. The university also subscribes to Turnitin, a renowned plagiarism-checking software, underscoring its commitment to academic integrity.

The libraries' digital sections are equipped with Wi-Fi, printers, scanners, and photocopy machines, facilitating extensive research and the preservation of notes for future reference. The physical and digital realms of these libraries coexist harmoniously, offering a comprehensive and enriching experience to all users.

Over the past five years, IIMT University's libraries have experienced remarkable growth and transformation, largely attributable to their digitalization. This evolution reflects the university's forward-thinking approach and its dedication to providing top-tier academic

resources and environments conducive to the intellectual and personal development of its students and faculty.



At IIMT University, the pursuit of excellence in education is not just a goal, but a journey paved with state-of-the-art infrastructure and cutting-edge IT facilities. This commitment to technological advancement is at the core of the university's mission to provide an outstanding learning experience for its students, supporting both academic research and daily educational activities.

The heart of this technological marvel is the university's high-speed internet connectivity, boasting an impressive 1 Gbps bandwidth, a significant leap from the 155 Mbps available five years ago. This robust internet infrastructure is the lifeline of the university's vibrant

academic ecosystem, seamlessly connecting students and faculty to a world of knowledge and digital resources.

Central to the smooth operation of the university's academics and administration is its comprehensive Enterprise Resource Planning (ERP) system. This powerful tool manages every aspect of university life, from academic announcements and timetables to study materials, results, e-lectures, and examination systems. The ERP extends its reach to cover crucial administrative functions such as admissions, accounts, library management, fee submission, HR, payroll, procurement, and inventory management. The transparency and auditability provided by the ERP system ensure a high level of accountability and efficiency, benefiting all stakeholders.

The university's website, a digital window to the world, offers a complete overview of university life, from admissions to fee submissions, recent achievements, and the latest announcements. Hosted on AWS, the website, along with the ERP system, demonstrates the university's commitment to utilizing top tier cloud services, including significant storage capacity for cloud server hosting.

In the realm of research and data analysis, the university employs the renowned SPSS software, along with a suite of open-source software like Power ISO, WinRAR, Inscap, MySQL, FreeCAD, SciLab, OpenShot, GIMP, DOS-Box, LibreOffice, WPS Office, Linux, PSPP, and LibreCAD. These tools are not just symbols of the university's dedication to advanced technology but also a testament to its commitment to providing diverse and accessible resources for academic exploration.

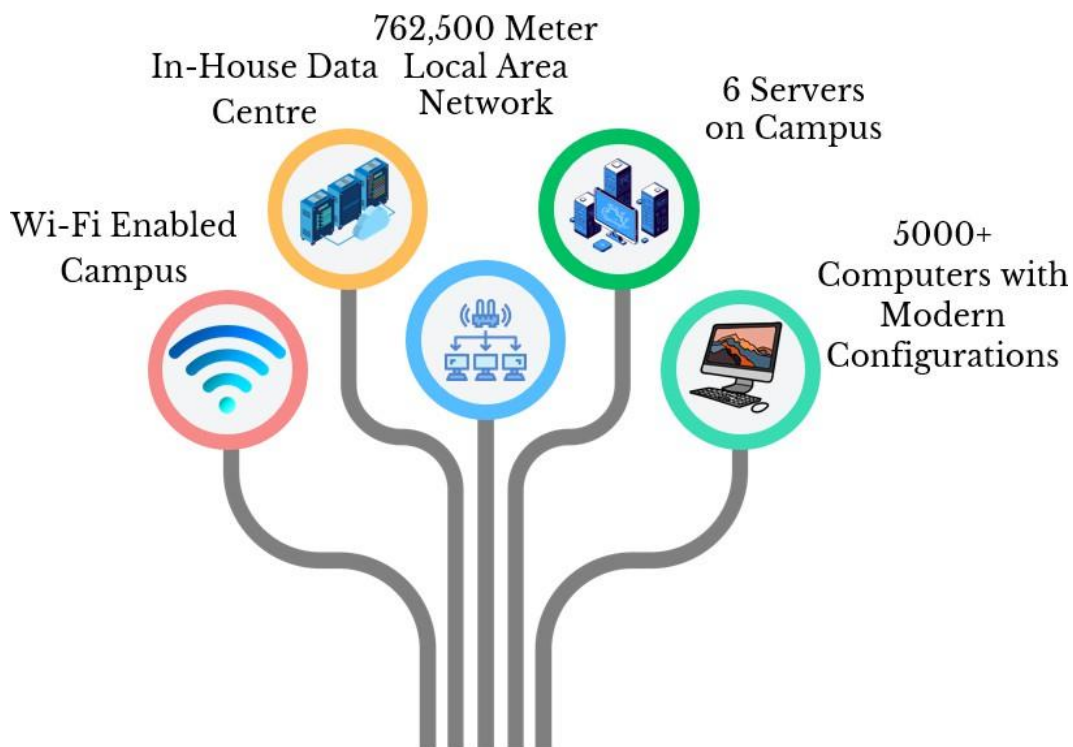
IIMT University's IT infrastructure is supported by an impressive array of 5000 plus computer systems, all backed by a robust 516 kVA online UPS system. The seamless internet experience is further enhanced by top-of-the-line Cisco L2 and L3 network switches and over 160 Wi-Fi access points, ensuring swift and reliable data transfer across campus.

Security and safety are paramount, with Quick Heal Antivirus safeguarding the university's computer systems and ANNEXGATE 1000G monitoring and blocking potential threats. The university's comprehensive surveillance system includes 534 high-resolution cameras, centrally monitored to ensure the safety and security of the campus community.

The university's embrace of ICT in teaching and learning is evident in its extensive e-content available on the ERP, recordings of guest lectures, seminars, and conferences accessible online, and the use of video conferencing tools like Zoom, Google Meet, and Microsoft Teams for remote learning. The university's physical classrooms are equally impressive, with 179 ICT-equipped rooms and three virtual classrooms, all supplemented by printers and scanners for convenient reprography.

Continually amplifying its IT capabilities, IIMT University regularly upgrades its IT infrastructure. This includes updating software licenses, enhancing server capacities, and ensuring that all hardware and software meet the latest industry standards. The university's

IT landscape is a dynamic, ever-evolving entity, reflecting its unwavering commitment to providing an exceptional educational experience through the power of technology.



IIMT University, a prominent educational institution, has established a comprehensive system and procedures for maintaining and utilizing its physical and academic support facilities, including laboratories, libraries, sports complexes, computers, and classrooms. These systems are designed to ensure that the facilities are well-maintained, accessible, and effectively used to support the academic and extracurricular needs of students and faculty.

Laboratory Maintenance and Utilization: IIMT University's laboratories are equipped with modern equipment and tools necessary for practical learning in various disciplines. The university has a dedicated laboratory management team responsible for the regular maintenance, calibration, and upgrading of laboratory equipment. Regular audits are conducted to ensure safety standards and operational efficiency. Students and faculty are given access to laboratories based on a pre-determined schedule, and training sessions are conducted for safe and effective use of the equipment.

Library Resources and Accessibility: The University's library is a critical resource for academic research and learning. It houses a vast collection of books, journals, e-resources, and research papers. The library management system is digitalized for efficient cataloguing and easy retrieval of materials. Regular updates and acquisitions keep the library's collection relevant and comprehensive. The library offers a conducive environment for study, with facilities for individual and group study, access to computers, and Wi-Fi connectivity. Additionally, the library staff provides assistance in research and access to online databases and academic portals.

Sports Complex Management: The sports complex at IIMT University includes facilities for various indoor and outdoor sports. The university ensures that these facilities are well-maintained and meet safety standards. A booking system is in place for students and faculty to reserve sports facilities for practice sessions or matches. The university also organizes sports events and competitions, encouraging active participation and fostering a spirit of sportsmanship and teamwork among students.

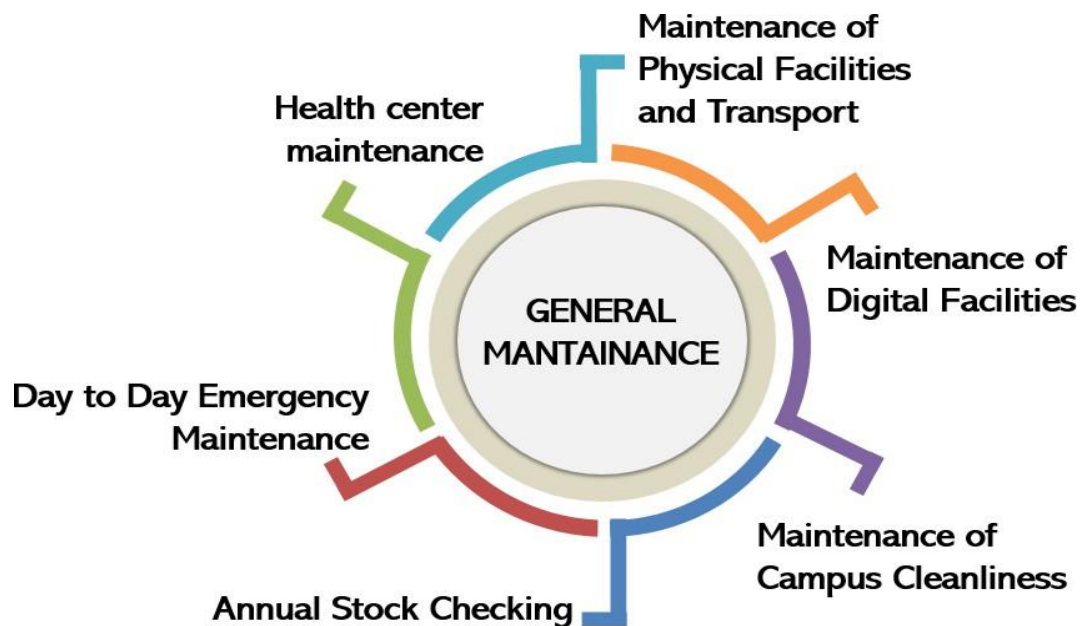
Computer Labs and IT Infrastructure: Computer labs at IIMT University are equipped with the latest hardware and software to support academic programs. The IT department manages these labs, ensuring that systems are updated and functioning efficiently. The university also provides high-speed internet connectivity and essential software tools to aid in academic pursuits. IT support staff are available to assist students and faculty with technical issues.

Classroom Maintenance and Utilization: Classrooms at IIMT University are designed to facilitate an interactive and engaging learning environment. They are equipped with modern teaching aids like projectors, smart boards, and audio-visual systems. The administration ensures that classrooms are well-maintained, clean, and conducive to learning. The scheduling of classrooms is managed efficiently to maximize usage and accommodate various academic programs and activities.

Sustainability and Environmental Considerations: IIMT University is committed to sustainability and incorporates environmentally friendly practices in maintaining its facilities. This includes energy efficient lighting, water conservation measures, and waste management systems. The university also encourages the use of digital resources to reduce paper consumption.

Feedback and Continuous Improvement: The University regularly seeks feedback from students and faculty regarding the facilities and their maintenance. This feedback is used to continuously improve the systems and procedures in place, ensuring that the physical and academic support facilities meet the evolving needs of the university community.

In summary, IIMT University's policies and procedures for maintaining and utilizing its physical and academic support facilities are focused on ensuring a high-quality learning environment, supporting the academic and extracurricular activities of students and faculty, and promoting sustainability and safety.



STUDENT SUPPORT & PROGRESSION

Career Counseling Cell

IIMT University has always provided a conducive environment to the students to realize their potential and grow to the fullest. Whether it is subject knowledge, technical up gradation, research work, extracurricular activities or co-curricular activities, IIMTU has a plethora of opportunities to explore and find one's potential.

Channelizing the energy of youngsters is a crucial task that IIMTU has been doing impeccably since its inception. Also, sometimes a student is in a state of dilemma and surrounded by confusion related to career, Academics or personal then we also have a Career Counseling Cell which caters to this need.

IIMTU Career Counseling cell which is dedicated to provide counseling to the students of different Courses facilitates students by providing right guidance, support and encouragement to find solutions of the problem being faced. A Professional, Non-Biased, Non-Preachy approach is utilized to facilitate the student so that he can come up with the solutions of his problems.

IIMT's Counselors also give emotional moral Support to the students so that they get a job and bring laurels to their parents and the alma mater. The Career Counseling Cell works hand-in-hand with the Training and Placement Cell of the University.

The Career Counseling Cell of IIMT University specifically guides the students:

- To Understand Their Own Self
- To Understand Their Strength And Weaknesses
- To Know Their Interest Levels
- To Know Their Competence And Skills
- To Know The Work Trends And Market Scenario
- To Help Choose The Right Specialization Subject (Mba, Bba Etc)
- To Conduct Aptitude Sessions
- To Prepare Them For The Competitive Exams
- To Provide Guidance
- To Clear The Competitive Exams
- To Organize Career Counseling Sessions
- To Facilitate Easy Transition To The Corporate World
- Coordinating With The Entrepreneurship Development Cell To Provide Guidance To Students Who Are Willing To Be Entrepreneurs.
- Giving Company Specific Trainings for Better Selection.
- Employability Enhancement Trainings as the Part of Career Counseling.
- Entrepreneurship Development Awareness Programs

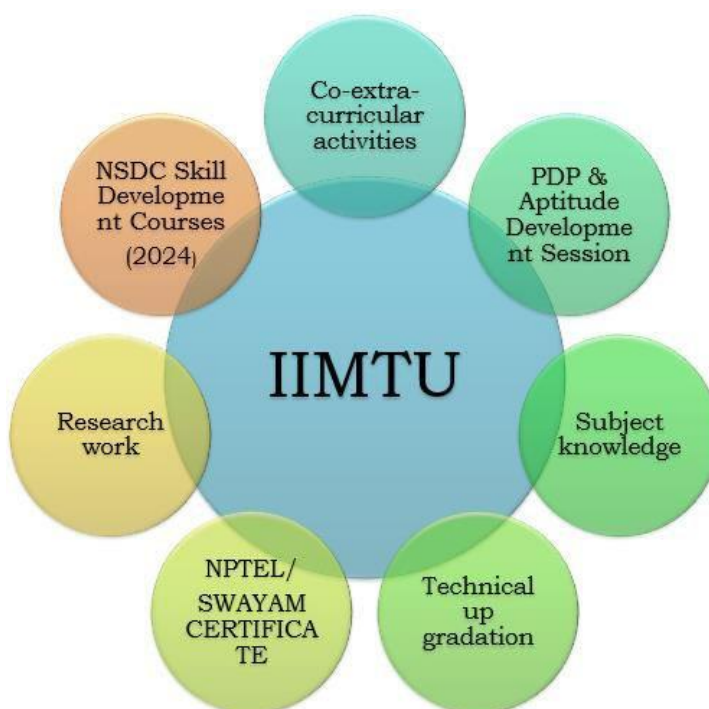
Career Counseling Sessions for the students of the University.

The prime objective of Career Counseling Cell is to suggest the right Career options from all the available options in the Industry after understanding the entire Personality and Competence of the student.

Provides Guidance for Competitive Examinations including e-counseling to the students of the University.

IIMTU Counseling Cell not only provides guidance to take career Decisions but also conducts sessions to help them get a career and fly high in their Jobs. Cell meticulously works to enhance the skills of the students, provide Aptitude Sessions, English Language Sessions to help students clear the Recruitment exams of Corporate as well as Government Competitive exams.

With the help of these sessions, students can effectively take informed choices about their Career. Whether they have to go for a Job or pursue Higher Education or Prepare for the Competitive Examinations or to become an entrepreneur. If they decide to do a Job then what would be the suitable segment, profile so that they can work efficiently and effectively in attaining the Organizational Goals and Grow simultaneously.



IIMTU has students' overall development at its core. Various Curricular, Co-Curricular, Extra Curricular activities are organized to polish the potential of the students and transform them into skilled & dutiful professionals. These activities not only serve as a platform for

showcasing their talent and unleash their hidden potential but also give a positive direction to their energy.

Objective of the Student's Council

University has a student's council to facilitate the above endeavor and to voice the views of the students to the administration and vice-versa and to carry out Cultural & sports activities, youth festivals, tech fest and social activities etc.

The student's council consists of one student's representative from each school. This council has an administrative body headed by dean student welfare and faculty members.

Functioning of the Student's Council

Student council conducts meetings and brings any concern of the students to the management via administrative body. Thus, the representatives voice the opinions, views and needs of all the students of their respective school. The student's problems come to the notice of higher authorities and get resolved in no time. The meeting of the Student Council and the administrative body is conducted fortnightly and minutes of the meetings are presented before the Vice Chancellor. Problem gets resolved before the next meeting.

Events conducted by the Student's Council

Student Council also provides opportunity to the student's representatives to hone their leadership and organizational skills. Various activities are conducted where students showcase their talent and learn to organize events. During the process of organizing any formal or informal event, students learn communication skills, ability to work in teams, finance management, management of resources, negotiation skills etc.

Events include plantation drives, cleanliness drives, awareness programme on social issues, blood donation camps, donation drives in old age homes and orphanages, Road Safety Awareness Programs, literary festival, youth festivals, community outreach programme, celebration of major Indian festivals, tech fest, cultural fests, alumni meet etc. These activities help in building sense of oneness, sense of belongingness with the institution, harmony and enthusiasm besides the development of professional skills and graduate attributes.

Activities of Student Council



- Plantation Drives**
- Cleanliness Drives**
- Awareness Programme On Social Issues**
- Blood Donation Camps**
- Donation Drives In Old Age Homes And Orphanages**
- Road Safety Awareness Programs**
- Literary Festival**
- Youth Festivals**
- Community Outreach Programme**
- Celebration Of Major Indian Festivals**
- Tech Fest**
- Cultural Fests**
- Alumni Meet**

IIMTU is a student centric university. The culture is such that each student feels connected even when he/ she completes the course and leaves the campus. University has always given immense importance to its alumni. Every effort is made to make them feel connected, engaged and grow with us. IIMTU has 5800 alumni.

The Winning Edge

IIMT University was formed in the year 2016. It is an extended version of IIMT Group of Colleges, Meerut which started in the year 1994 and has an alumni network of 1 lakh alumni working across the globe. This alumni network also supports the Alumni Association and students of IIMT University.

Contribution of Alumni in Academics

- Alumni contribute through various knowledge transfer sessions; one such is “Alumni Connect” where Alumni share their academic journey at IIMTU, its contribution and their professional journey
- Alumni also act as mentors for the students in their journey of academics, sharpening of skills, development of personality, transition from campus to corporate or becoming an entrepreneur. IIMTU takes feedback on the Curriculum from senior and distinguished alumni. This feedback is presented before the Academic Council during the Modification of the Curriculum.
- Alumni also guide the students to choose specializations, internship, projects etc. This session is of immense help as the students understand easily as a result of the rapport shared with their seniors.

Contribution of Alumni in Placements

- Alumni talk is a regular event aiming to give insight of the outside world. In this session, Alumni aware the students about various career opportunities after the course and recent Industry trends.
- Our Alumni assist the placement cell to build relations with the HR and in Industry Collaborations. Even many of Alumni have conducted campus recruitments drives. They accelerate university placement rates through their connects and referral schemes in their organizations.

Activities to reach maximum Alumni

- Alumni Network of IIMT University is managed through the ERP portal, Alma Shine. It also helps to reach the alumni who got disconnected.
- Annual Alumni Meet “**Samagam**” is organized every year on the second Saturday of April, which is a must attend grand networking event. Every year, Samagam starts with the formal interaction of their branch/course alumni followed by informal games & interaction and ends with a gala fiesta and concert with all the alumni of IIMT, beyond the boundaries of batches and course.
- The footfall in this event demonstrates their belongingness towards their Alma Mater, University’s culture and its contribution in their lives.

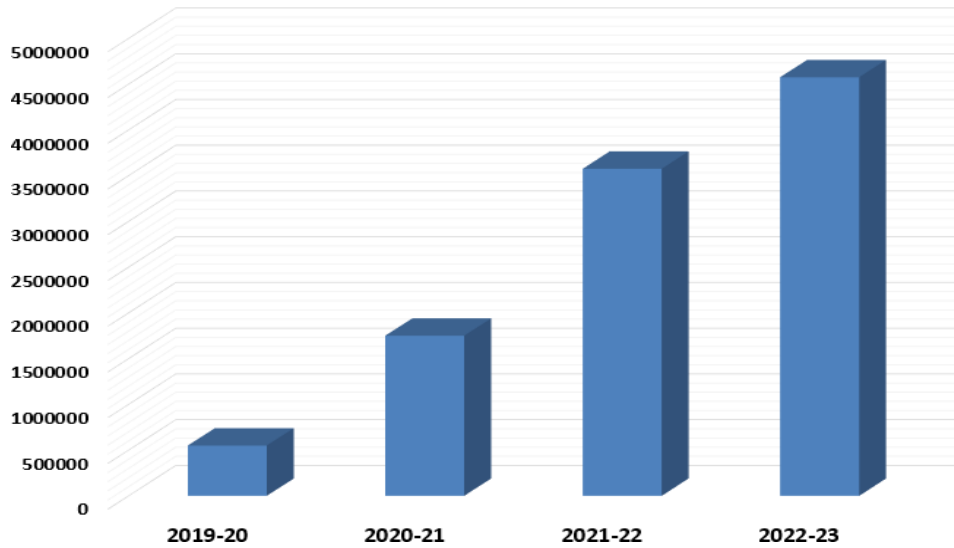
Contribution of Alumni through Financial Assistance

- Alumni have contributed financially as well. In 2022-23 total amount of 4575500, 2021-22 total amount of 3574990, 2021-22 1750500 and in 2019-20 total amount of 550000 have been contributed. Alumni fund is further used entirely for supporting academics and student’s scholarship schemes. Sometimes alumni sponsor the studies of a student directly.

IIMTU supports its Alumni in spreading their startups, ventures etc. IIMTU has an everlasting bond with its Alumni and supports them fully. The same support is reciprocated by each

Alumnus. The warmth, love, gratitude, appreciation Alumni showers on teacher's day and Alumni Meet is beyond words.

Amounts Contributed by Alumni



GOVERNANCE, LEADERSHIP & MANAGEMENT

University's governance is in accordance with provisions of 'The IIMT University Act, UP Act 32 of 2016, enacted by legislature of the State of UP and the Statutes, Regulations and Ordinances, Vision Mission of University are reflective of decentralized and participative along with effective leadership. IIMTU has outlined a thoughtful mission to accomplish its goals through assuring administrative and academic governance.

Vision: To be a world Class University imparting Knowledge and Values and providing students an excellent learning experience through research and innovation in the field of Science, Technology, Management and other areas that will meet the aspirations of world community.

Mission: University stands for academic, professional and ethical empowerment of the youth by using the state-of-the art technology, time tested and innovative concepts, excellent infrastructure and internationally acclaimed facilitators.

Governance Nature: The University operates transparently to promote continuous improvement, supported by modern ICT infrastructure and guided by core values including excellence in research, innovation, collaboration, continuous enhancement, freedom of thought and expression, academic integrity, professional ethics, and accountability with a results-oriented approach.

Leadership: Leadership at IIMTU is crucial for achieving the mission, adhering to core values, and overseeing operations to realize the vision. Leadership involves the Vice Chancellor, supported by the Registrar, Finance Controller, Controller of Examination, Deans, and Heads of Departments. They focus on academic excellence through teaching, learning, research, and extension services within a decentralized management framework. Various statutory and non-statutory committees have been established in accordance with the Act and Statutes to align closely with the mission and vision. The Vice Chancellor, as the executive head, manages the academic and administrative governance, involving entities like the Governing Body, Executive Council, Academic Council, Planning and Monitoring Board, Admission Committee, and Finance Committee.

NEP Implementation: A Task Force for NEP implementation has been established to analyze the National Education Policy, identify key actions and goals, and develop an execution roadmap to maximize stakeholder benefits, aligning with NEP-2020 objectives. This includes curriculum revamping and academic program restructuring, introducing a multiple entry system with CBCS in various undergraduate programs as per UGC and UP HEC guidelines. The task force has devised a simple three step implementation strategy, copyrighted by IIMTU.

Decentralization: IIMTU practices a participative leadership style and decentralized system, enabling a comprehensive understanding of operational needs. Stakeholder feedback informs decision-making and action planning. Authority is delegated to various statutory and non-statutory committees, including the Executive Council, Academic Council,

Planning Board, Finance Committee, Board of Studies, and others, facilitating decentralized governance.

Participative Management: The University ensures faculty representation in governing academic, administrative, financial, and other matters. Faculty also participate in committees for grievance redressal, admissions, discipline, teaching-learning, and quality assurance, reflecting a participative management framework. The Governing Body and various committees within IIMTU include stakeholder representation, ensuring the effectiveness of participative management.

Strategic Planning: The University's strategic plans focus on excellence in teaching-learning, research, public engagement, and outreach. Goals include providing holistic learning experiences with global faculty, expanding global outreach, integrating with world-class industries, establishing Centers of Excellence, maintaining world-class academic standards, and fostering a research-based learning environment.



In accordance with the vision and mission, a strategic plan was presented to create **clarity and motivation** in the entire team working for the University. The plan was made after analyzing the previous strategic plan, its result and feedback, present student's status and the future goals.

University has always believed in participative style of management enabling **involvement and feedback** of each individual in the growth of the university. So, a perspective proposal

was first taken from each school and then was refined & enriched by the Vice-Chancellor and the team.

The objectives of the Strategic Plan are as follows:

- To raise the level of Research & Development and become the center of excellence.
- To strengthen the Teaching-Learning ecosystem of the University.
- To provide Consultancy to Industries and Public Firms.
- To increase the Placement Rate of the University.
- To raise the level of Research & Development and become the Center of Excellence.

Intramural and extramural funding from different sources, number of research papers, patents and book publication have considerably increased as faculty members were motivated by giving monetary and nonmonetary benefits as per research Promotional Policy.

Consequently, University is recognized amongst the band ‘Excellent’ in Atal Ranking of Institution Innovation and Achievement, Ministry of education, GoI and at 51st rank in NIRF-2023 Innovation. IIMTU has strong innovation ecosystem with re-intubation and incubation facilities to support start-ups as per NISP-2019.

Various research related committees were formed to execute, review and monitor the performance of the research work in the university.

To nurture the Teaching-Learning ecosystem of the University:

Academic Council, Value Education Cell, Institutional Academic Integrity Panel etc are formed to channelize, upgrade and evaluate the teaching-learning ecosystem. These committees have added value to the performance & growth of each faculty and the student.

To provide Consultancy to Industries and Public Firms.

The single area where IIMTU was deficient in its initial years was Consultancy to Industries and Public firms. After the inclusion of this goal in the strategic plan, attention has gone to Consultancy projects hence policies and committees like Collaboration Committee have got introduced.

To increase the Placement Rate of the University.

To increase the placement success rate of the University, students are given career counseling sessions and personality development classes. Skill Development Cell collaborated for various Industry credentials (online & offline) and has enormously improved the knowledge and skills of the students.

The administrative set up of the University follows organizational chart with the maintenance of hierarchy for effective governance.

Reflection of the strategic plan in the Appointments

The appointment of the teaching staff is as per the procedure and eligibility by UGC and statutes. HR policy, Leave Policy and other policies related to the employee's welfare of the University are specific, transparent and well informed.

Reflection of the strategic plan in the Services rules

University has a clear code of conduct, prescribed uniform, leave policy, career progression plan, incentive schemes, employee welfare schemes, provision of recognition and rewards etc.



Performance Appraisal System

The institution's performance appraisal system is specifically designed to assess the contributions of both teaching and non-teaching staff. The system adheres to established service rules and policies rigorously, which ensures fairness and transparency in assessments. The relationship between annual salary increments and individual performance is closely connected, with teaching proficiency, students' feedback, research output, and commitment to continuous self-improvement. Faculty members and non-teaching staff are the ones who initiate the appraisal process and complete the performance appraisal form diligently. Before final approval by the Vice Chancellor, the assessments are meticulously scrutinized by their respective deans.

Promotional Avenues

A **Career Advancement Scheme (CAS) policy as per UGC guidelines** has been implemented by the institution to provide a clear roadmap for promotion based on a comprehensive evaluation. Faculty members and staff are guided by this policy as it defines the path to ascending the hierarchy within the institution. Deserving candidates are rewarded for their dedication and contributions through the process, leading to an atmosphere of professional growth and development.

Effective Welfare Measures

- The institution leaves no stone unturned in ensuring the well-being of its teaching and nonteaching staff. These measures cover a wide range of benefits in strict conformity with UGC Guidelines, such as Provident Fund/ EPF, Group Insurance, Gratuity, and a variety of

leaves (Casual, Earn, Maternity, Paternity, Academic, Summer, Winter, Duty, and Special Leaves).

- To acknowledge outstanding accomplishments in the academic, research and administration, the institution has a comprehensive reward and recognition policy. This policy demonstrates the institution's commitment to recognizing the extraordinary achievements of its staff.
- Faculty members are encouraged to participate in workshops, seminars, and Faculty Development Programmes. Moreover, financial incentives as per Research Promotional Policy, are offered to incentivize the publication of research papers in prestigious journals. Special provisions for on-duty leaves for conference participation and dedicated leaves for higher studies.
- For continuous professional development University offers funded courses from renowned platforms such as Coursera, Udemy, NPTEL, among others. Recognizing the significance of long-term service contributions, the institution acknowledges the service tenures of 10, 15, 20, and 25 years with special facilitation and rewards and recognizes commendable services.
- University follows norms regarding ESIC and EPF for staff members. For those who are sole breadwinners, provisions for loans and grants have been established. In times of need, an advance facility is available for immediate assistance.
- In a heart-warming gesture of appreciation, the University honours not only its current faculty members but also its former members who have left a lasting impact.
- The University provides a wide range of amenities, including a crèche for the staff's young children, baby feeding room, staff quarters, guest house, free yoga classes, regular medical checkups, ATM facility, designated workstations, private areas in the cafeteria and mess, cutting-edge gym equipment, swimming pool, accommodation at subsidized rates for staff members commuting from different locations. All these efforts of the University lead to holistic welfare of its valuable employees.

PERFORMANCE APPRAISAL SYSTEM



The Finance of the University is managed by the Finance Committee. Financial Budget is prepared considering the annual intake of students, plans of infrastructural development, additional staff requirement and other routine and fixed expenses. Probable expenditures are also taken by each school and a consolidated final budget is prepared by the Financial Controller with the approval of the Finance Committee. The goal of the University is to generate additional ethical sources of funds so as to invest in the growth of the University as per strategic plan.

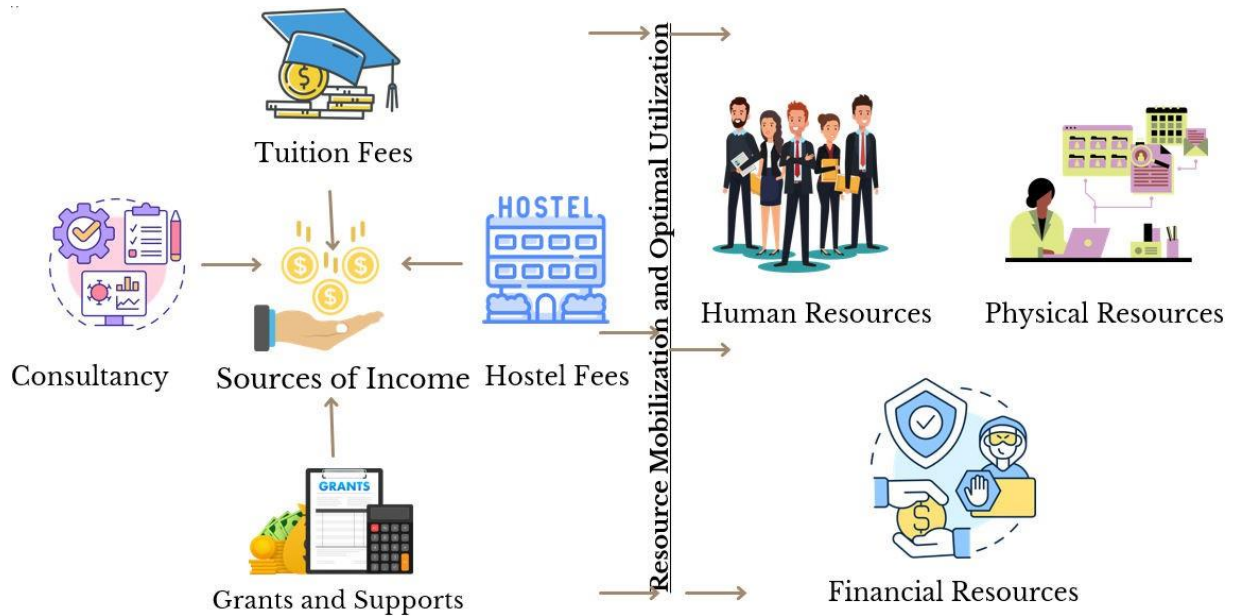
- **Sources of Revenue:** Sources of revenue are tuition fee, hostel fee, consultancy services, interest accrued on various investments, income from leasing out buildings and spaces to groups like ATM, Canteen, cafeteria, alumni donations, examination etc.
- **Strategies for Mobilization of Funds:** Revenue generated is then utilized in various growth and developmental plans of the University and payment of expenses.

1. Expenses on Human Resource and Infrastructure
2. Expenses on Research and Innovation & Entrepreneurship development programme
3. Expenses on Student's Development and Growth
4. Mobilization of research grants

- The research grants and incubation funding are utilized only for the purpose of research, incubation and pre-incubation facilities. Optimal utilization of the research funds is monitored by the Dean Research and regular central audits are done.
- IIMTU promotes faculty members to apply for and receive funds from state government funding organizations for research projects and technology development.

State and central government grants, other intra and extramural fundings, entrance and examination fees, affiliation fees, programmes sponsored by external agencies (the government and others), sponsorship, alumni, consultation etc.

- Research activities that directly generate revenue are prioritized among the other activities that generate funds.
- University encouraged faculty members to collaborate with national and international agencies on a variety of academic programmes in order to mobilize money for faculty members' academic skills to be shared and used for the public benefit.
- University has a ***strong relationship*** with the major banks. Any loan required by the University is easily granted. Also, a short-term loan or overdraft facility is availed because of the excellent credit history.



- IIMT University has believed in the values of integrity and transparency. It is a student centric and process-oriented University. Each function of the university runs according to a process and supported by ERP.
- The finance department is also facilitated by ERP, thus each transaction gets recorded and can be verified. All these transactions can be checked and presented before the audit team. The financial audit is conducted internally as well as externally at proper intervals.
- The accounting processes and control of financial matters is evaluated through internal audit. It helps in maintaining rules & regulations and present flawless financial data to the external audit team.
- Then the external audit team finalizes the accounting books and prepares the financial statements of income-expenditure.

Process of Internal Audit:

- Internal audit is done by STM associates. This audit is carried in every three months and lasts for 25 days. Auditors thoroughly verify each and every financial transaction carried in the period of financial year. All supporting evidences like bills, vouchers, payments etc. are examined systematically.
- Calculation of depreciation imposed on fixed Assets, verification of submission of TDS, professional Tax, Provident Funds, verification of statutory compliance as per Income Tax, reconciliation of bank accounts, Salary payments , Award payments, scholarship payments, purchases etc. are the sources of expenses to be verified.
- Grants received, Fees received from students and other receipts are the sources of Income verification. The books of accounts are verified thoroughly and the

errors are reported to the finance controller through the **internal audit report for reconciliation** or further action.

- Audit report is also utilized to plan the financial expenditure and proper actions are taken to minimize errors as approved by finance committee.

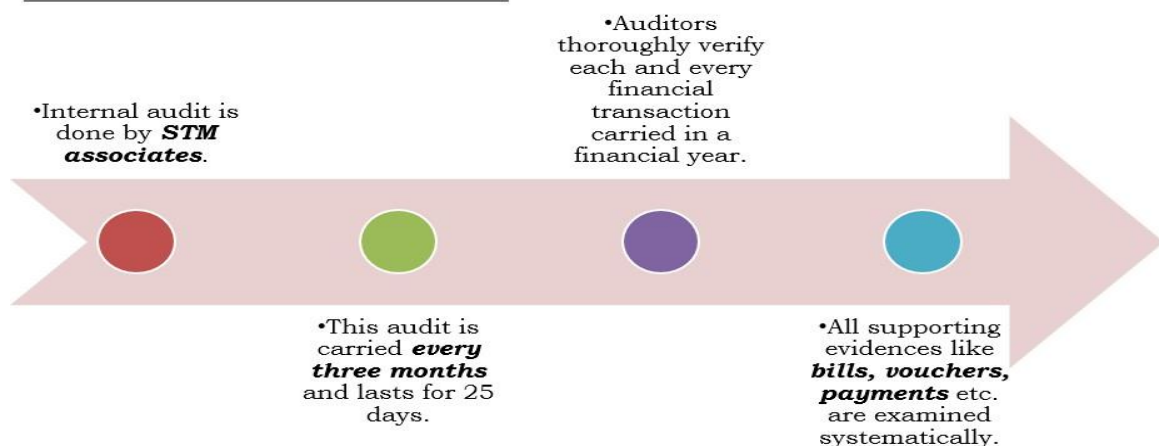
External Audit

- **Jain Vishal & Associates**, experienced team of C.A's are assigned the task of external audit. This external audit is carried **once in a year in the month of March**.
- The Auditors methodically **verify each and every transaction** done and entry made in the entire financial year. Then the **books of accounts and financial statements** are finalized. The discrepancies are reported to the Finance committee and internal auditors for removal and rectification. The final audit report is presented before the Board of Management for the approval.
- To ensure proper financial management, all payments are made after the **final approval of the finance Committee** and in accordance with the financial budget. Each school for its requirement, place a requisition and payments are made through the proper channel after the verification.
- All transactions are made online or through **vouchers and bills**. A well-defined mechanism for approval, payments and audit exists. Every transaction is recorded and computerized.

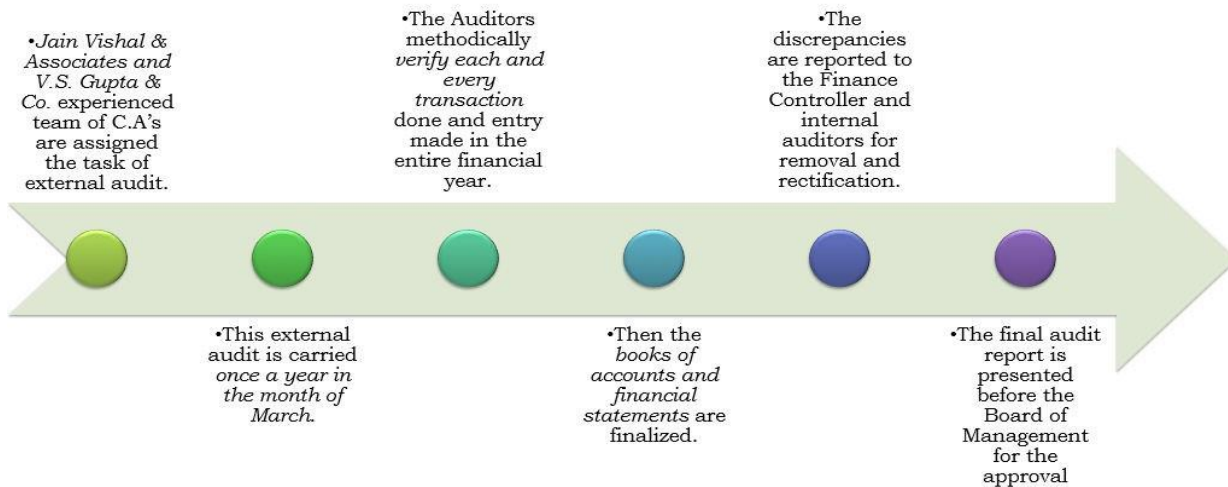
Audit mechanism

It is so strong in the University that **even the minute errors** are noticed and reported for rectification. No major findings have been found since last 5 years as the staff is diligent and works according to the SoP's. All the transactions are computerized and done through the ERP so there is always less chance of errors.

PROCESS OF INTERNAL AUDIT:



PROCESS OF EXTERNAL AUDIT



The Internal Quality Assurance Cell (IQAC), IIMT University was established in 2017 to establish a system of quality enhancement through continuous improvement and monitoring of curriculum outcome, teaching-learning practices, effective governance and leadership, research promotion and extension activities and other quality initiatives..

IQAC contributes substantially in collaboration with other units of the University by taking up several initiatives such as conduction of Academic and Administrative Audit (AAA), analysis of stakeholders' responses for enhancement, executing best practices with set benchmarks, proper documentation for all the activities for further submission, organizing programs focusing quality issues etc.

As a result of continuous quality improvements, University has received several recognitions such as NIRF Ranking 2023- position in the Band of 50-101 in the Innovation Category, ARIIA Ranking 2021- Excellent Band under University & Deemed to be University (Private/Self-Financed (Technical) Category, IIC-MoE Innovation Council- Recognition as Mentor Institute in Northern India under Mentor Mentee Scheme 2023, IIC Rating 4 out of 5 Star since 2018, OBE Ranking 2023-Ranked in Diamond Band towards offering Outcome Based Education and numerous other rankings and awards.

The practices that have been institutionalized by IQAC are as follows:

Academic and Administrative Audit (AAA):

- IQAC of the University has taken the responsibility towards the successful conduction of Internal as well as External AAA based on the NAAC guidelines to evaluate the performance outcomes of all academic and administrative units so the identified gaps could be taken for necessary improvements with structured action plan.

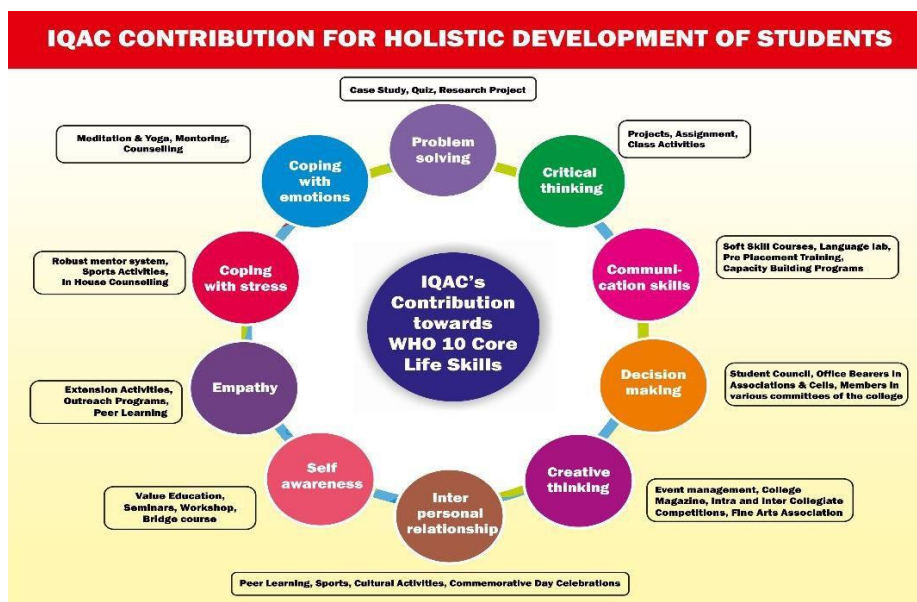
- Based on the recommendations of AAA committee, major reforms have been introduced in curriculum aspect, teaching learning, evaluation, research, administrative process such as revision of syllabus and introduction of new courses and programs, introduction of skill enhancement and value-added courses, e-content developed by Teachers for Institutional LMS & Other govt. platforms, strengthening of Industry-institute collaboration, Regular feedback from stakeholders, orientation program of fresh students and new Faculty members etc.

Curriculum Design based on Stakeholders' Feedback: Outcome Based Education

An online Stakeholders' feedback system has been introduced actively under the IQAC initiative to collect the feedback from students, teachers, alumni, employers and academic peers which has helped enhancing and enriching the curriculum. To enhance the curriculum outcome in terms of experiential learning, a large no. of co-curricular, extra-curricular activities, competitions, seminars, workshops were planned by the Schools/Colleges constituted with the University. All the feedback is regularly collected by the respective Schools/Colleges and then the analyzed report with action submits to IQAC for compilation and to place forward for the consideration of Academic Council.

Outcome Based Education

From A.Y. 2022-2023, the Outcome Based Curriculum Framework has been introduced in all the UG & PG programmes incorporating the suggestions of external experts invite as a member of BoS/Faculty Board. IQAC reviews course plans, teaching pedagogies and COs-POs mapping & result assessment at semester/year end based on direct and indirect calculation. IQAC regularly organizes many refresher/orientation workshops/FDPs for increasing the awareness and knowledge of faculty members on the process and outcomes of AAA, OBE, Feedback Mechanism, Mentoring system and other quality aspects.



IQAC has brought various initiatives with regard to quality in all the spheres of university. The incremental progress noted in the areas of *Academics, Administration, and Research* in the last five years has not only impacted the level of excellence but also fetched numerous awards, accolades from reputed national & international organizations.

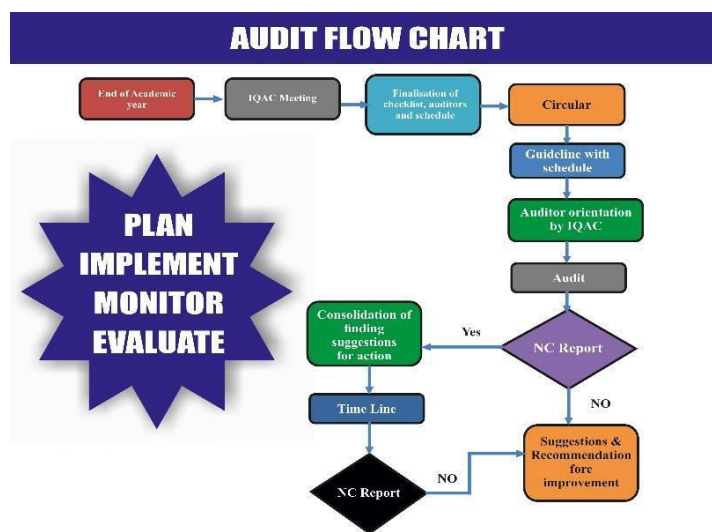
Quality Enhancement Initiatives in the Academic domains

1. Teaching Learning Processes

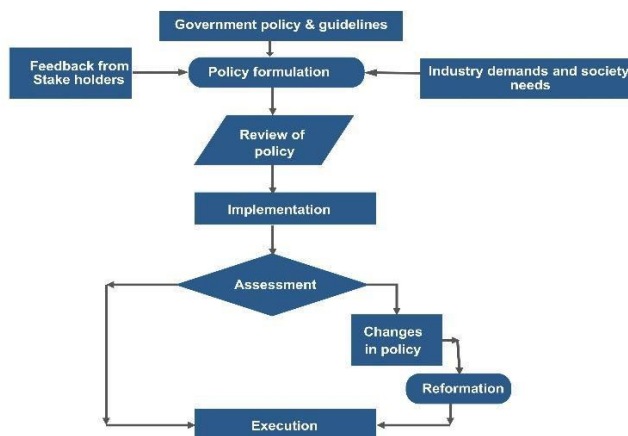
- The teaching learning process has drastically improved over the last 5 years with the *ICT enabled classrooms, experiential learning methodology, continuous feedback* from the students and development of the faculty members.
 - *Orientation programme, mentor-mentee system*, improvement strategies for *advanced & slow learners*, measurement of PO's, CO's, PSO's has raised the standard of teaching & learning processes.
 - University got ranked in the Diamond Band with A +grade of OBE rankings 2023 for Outcome based Education Implementation.
2. **Curriculum Development:** Curriculum is analyzed and developed periodically as per the industry/ professional needs based on the feedback of the Alumni, Academicians, Faculty members, Industry experts and students also.
 3. **Progressive/ Continuous Evaluation:** University has created dimensional pathways for progressive and continuous evaluation. Submission of *Assignments & Projects*, conduction of *weekly regular internal assessments/Sessional, End Semester/ Annual exams, Viva-Voce* etc. in a methodical way facilitates periodical evaluation and feedback to the students.
 4. **Skill development:** Collaboration with the organizations for Industry ready courses and participation of students in NPTEL, MOOCS has increased drastically.
 5. **Research and development:** Research promotional policy was improvised and the result is that today the University has 135 Patents, Copyrights, Designs, Utility patents and Trademarks.
 6. **Innovation and Incubation:** The Innovation and Incubation facilities are created and strengthened and the number of Start-Ups increased considerably. University received research funds from MSME for prototyping and got listed in the "Excellent" category of ARIIA-2022 and NIRF-2023 Innovation rankings.
 7. **Facilitating the innovative ideas and protecting IPRs:** University has a well-defined IPR policy to encourage innovative ideas and IPR in all areas. It also facilitates a transparent administrative system for the ownership, revenue distribution, control and transfer of IP.
 8. **Extension Activities:** University organizes numerous outreach programs with UBA, NSS and NCC to help the society through various initiatives. Health & Hygiene, education, cleanliness, greenery are varied fields of extension activities.

Quality Enhancement Initiatives in the Administrative domains

1. **Governance:** The participative and decentralized system of governance is followed. The academic & administrative governance & leadership has started taking interest in the 360-degree feedback.
2. **Infrastructural development:** Infrastructural modifications for **divyangjan, norms of Pollution Control bodies and standard waste management system** were incorporated.
3. **Human Resource Management:** Performance appraisal system, Progression chart and amendments in leave policy were made according to the UGC standards. Encouraging the Faculty members for FDP, research work and publications through rewards got incorporated.
4. **Strengthening Alumni Connect:** IIMTU invests in organizing “Alumni Meet” every year and Alumni connect every week so as to remain in contact with all its alumni.
5. **Environment/ Energy/ Green Campus Conservation:** Green campus initiatives like use of bicycle & battery car, CNG automobiles, pool cars, ban on use of plastic, restricted entry of automobiles are implemented more strictly.
6. **NEP-2020 Implementation since 2022-23.**



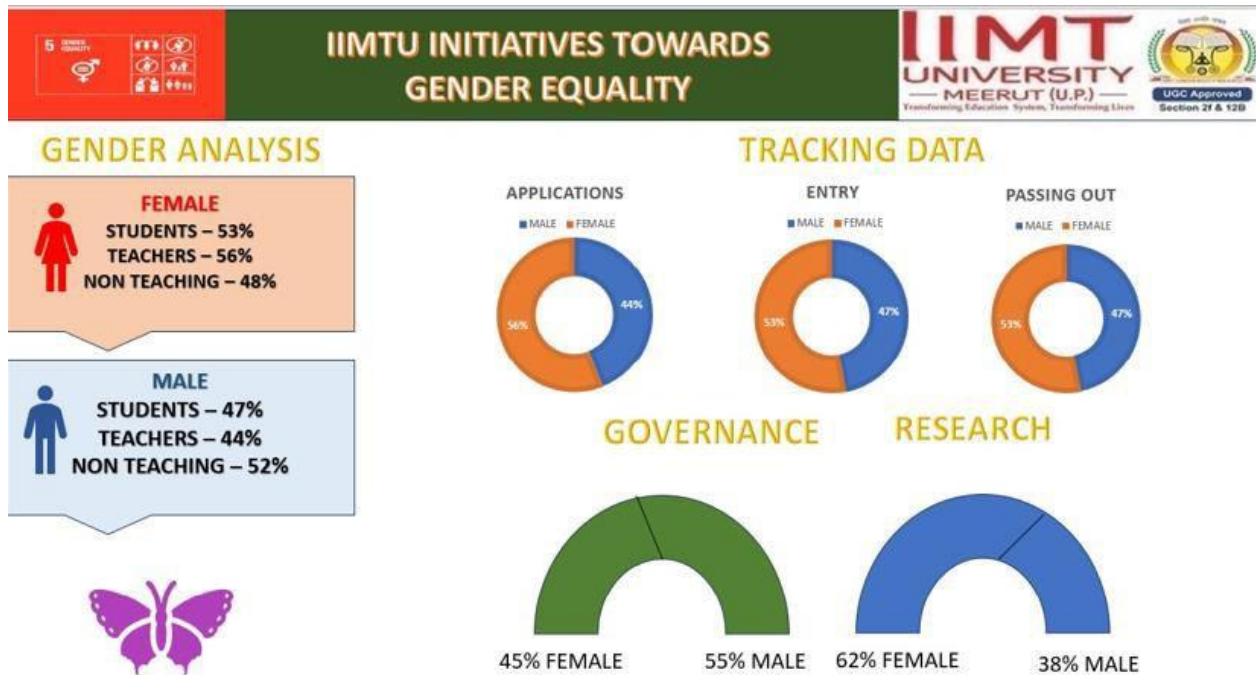
PROCESS OF POLICY FORMATION & REFORMATION



INSTITUTIONAL VALUES & BEST PRACTICE

IIMT University is a pioneer institution when it comes to promoting gender empowerment for women. The University has several provisions to promote gender equity for students, faculties as well as nonteaching staff. IIMT is committed towards creating a holistic environment free from any gender bias, gender violence, mental and/or physical harassment, discrimination and suppression of its constituents. We aim to maintain equal opportunities for all irrespective of gender and other societal isms. For this, various provisions have been laid down by university administration:

1. **Day Care Centre:** The University has a fully functional Day Care Centre to provide for the needs of infants of 0-3 years of age. It is facilitated by two female helper staffs to look after the young kids while their mothers are diligently working. It is equipped with air-conditioners, CCTV Cameras and state-of-the-art infrastructure. It also has Feeding Booths.
2. **Awareness Drives & Campaigns:** IIMT University has initiated and maintained the continuation of various awareness drives for the promotion of gender equity. For this, various invited lectures, talks etc. have been conducted on Days of National Importance such as International Women’s Day and Mother’s Day. Apart from this, various activities such as debate competitions, speech competitions, “**Beti Bachao, Beti Padhao**” Abhiyaan, Female Health and Hygiene sensitization,
3. **Safety & Security of all females in campus:** Women can feel safe and healthy in this setting which is constantly watched over by CCTV & Biometric Readers at the entrance, exits and other key locations. No unidentified personnel are permitted to wander in and around the campus. Boys’ and Girls’ hostels are separate and well gated. There are security guards in hostel premises also round the clock.
4. **Health Care:** The University has two hospitals in its premises with 24 x 7 emergency ward. Regular health checkups are arranged from time-to-time in the campus for day scholars as well as boarders. Health services for all members of the university are provided at much subsidized costs.
5. **Gender Friendly working conditions:** IIMT University has almost 50% working staff as females, right from top administrative positions to the ground level of Human Resource. Almost 45% students of the University are Females. The organization has framed its policy in such a manner that equal pay is given for equal work. Female employees are given maternity leaves and Child Care Leave as per prescribed norms of Higher Education. There is the partnership of Females in the stake holding.



IIMT University believes that “Cleanliness is next to Godliness”. Clean, hygienic and uncontaminated environment helps the students and the faculty members to work comfortably, happily and with complete focus. Emphasis on reduce, reuse and recycle of the waste is made so as to achieve Zero waste from the Campus.

Proper Facilities are made available in the Campus for the Segregation, Storage, Treatment, and Disposal of waste and for further reuse.

Facilities in the Institution for the management of Solid Waste:

- All offices, Classrooms, hostel rooms, Mess and Cafeterias have dustbins placed for throwing the solid waste. These wastes get sorted and collected by the sweepers and dumped into bigger dustbins lying outside each school. The non-degradable solid waste is then taken by the government waste vehicle and the degradable waste gets dumped into a waste pit at the backyard.
- Food Wastage from the Mess and the Cafeterias are used for preparing manure and in the BioGas Plant.
- The residue in the preparation of food is served to Cows and Buffaloes at the Cowshed located at the Backyard of the Campus, thus ensuring ZERO food wastage.
- IIMT University has recognized this as the need of the hour and for this reason we have also signed a MoU with “**Sheetla Waste Management Project**” to ensure proper disposal and Management of waste generated through campus daily activities.

Facilities in the Institution for the management of Liquid Waste:

- IIMTU has a waste water treatment plant installed in the campus for the purpose of cleaning and subsequent reuse of this water. This treated water is used for agricultural purposes.
- The University has a MoU with “**Meerut Vikas Pradhikaran**” on 16/11/2023 to ensure proper disposal and Management of wastewater generated by campus on day-to-day basis.

Facilities in the Institution for the management of Bio-Medical Waste:

- Biomedical waste management is an important part of healthcare and IIMT University ensures its proper management.

Facilities in the Institution for the management of E-Waste:

- E-waste management is important because electronic waste contains hazardous materials that can be harmful to the environment and human health if not handled properly. It can also help reduce the amount of energy and resources used to produce new electronic products.
- To ensure E-waste management IIMT University has a tie-up with KK Environment Solutions Pvt. Ltd. that maintains proper disposal of e-waste. The University also holds audit of e-Waste generated from outdated spare parts of computer.

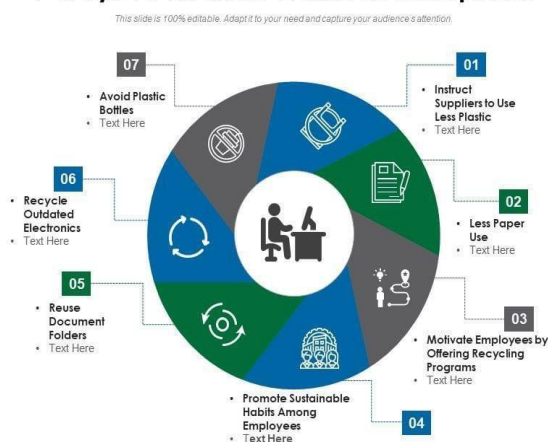
Facilities in the Institution for the management for Waste Recycling System:

The recycling process at IIMTU involves collecting, sorting, and processing materials that would otherwise be thrown away. These materials are then used to create new products. It also helps to conserve natural resources and reduce the amount of energy used to produce new products.

Facilities in the Institution for the management for Hazardous Chemicals & Radioactive Wastes:

- There are no hazardous chemicals used and radioactive wastes generated in the campus.

7 Ways to Reduce Waste in Workplace



IIMT University has a ***blossoming green environment*** with distinctive and ***Rich Flora and Fauna***. Beautiful fountains, serene environment offers a great picturesque campus conducive to mental and physical health.

The ***Landscaping with trees and plants***, open surroundings, capacious corridors, and airy & spacious classrooms make it a place where learning comes naturally. Away from the hustle and bustle of the city, free from noise & air pollution, campus brings abundance of tranquility, growth and prosperity.

IIMTU's Green Campus Initiatives to support the United Nations Sustainable Development Goals

IIMT University not only ensures the ***transformation of the student*** but also contributes to the society, nation and the world at large. Today the world is facing many environmental challenges of air pollution, water pollution, unprecedented climate change, depletion of the ozone layer, biodiversity crisis, natural resources depletion etc.

IIMT University has considered it seriously and adopted sustainable development fully in the campus and has ***aligned the operation, teaching and learning processes of the University*** accordingly.

1. **Minimum use of automobiles:** University has a fleet of buses plying students from Meerut and nearby cities, which minimizes the number of vehicles coming to campus. Also, Administration encourages deans and faculty members to use cars collaboratively.
2. **Use of Bicycles/ Battery powered vehicle:** Many students and the support staff use bicycles. Campus has the provision of two battery cars to move in the campus.
3. **Pedestrian Friendly pathways:** University has beautiful pedestrian friendly pathways covered with distinctive and attractive plants & trees.
4. **Ban on use of plastic and Minimal use of paper:** University has strictly ***banned the use of plastic***. Proper instruction boards are placed at prominent waste vulnerable locations. Also, university has its ***waste management system*** at its place which helps in recycling of paper, plastic, glasses and other solid waste. University encourages its ***functions and operations on email*** instead of paper. Utilization of ERP and Emails has minimized the use of paper and printout to a great extent. One sided pages from the old project reports and assignment sheets of ex-students are utilized for printouts and photocopy.
5. **Research and Development initiatives and Conduction of Awareness Programmes:** The ***research work carried out in the university has sustainable development*** as one of its objectives. University has a ***restoration center*** for optimal use of resources where old, obsolete electronic items are sent for ***recycle and reuse***. The waste electronic goods can be availed by the students for reuse in their projects and research work.
6. **Awareness programmes** on procuring the natural resources, ban of plastic, reducing pollution have been carried out effectively by the students under USR (University

Social Responsibility). Plantation drives are organized periodically so to maintain the campus greenery. Over the last five years, IIMT University has become a **zero waste Campus** and has taken tangible efforts to preserve and restore the university's ecosystem.



IIMT University has an all-inclusive Culture. Students from all over the Country with diverse religion, culture, caste and financial background, mental and physical status take admission in IIMT with high hopes and career aspirations.

University ensures that all students learn in a **barrier free environment**. So, Special Care is given to physically challenged people. All efforts are taken to make them feel respected and cared. Sensitization of the students towards divyangjan is done through faculty members of that school.

All possible infrastructural arrangements are made for a barrier free access to the classroom and necessary places. All academic blocks and hostels have ramps built up for **divyangjans**. These ramps help them reach the classrooms and laboratories. For easy movements to the different floors, lifts can be used.

Divyangjan friendly washrooms

Divyangjan-friendly washrooms are available in all academic blocks to make them comfortable. Proper **signposts** are placed to clearly mention that it is especially for divyangjans and other should avoid using them.

Use of Tactile Paths

Tactile paths are made for the physically challenged people for the easy movement in the University. **Proper lights, display boards and signposts** are made available to show that it is specifically for **divyangjans** and not the other ones.

Human Assistance for Divyangjan

Battery Car is also provided to the students for a relaxed commutation in the university Campus. **Assistants** for help are deputed at the reception, a central position and reach the physically challenged people in case of any assistance required.

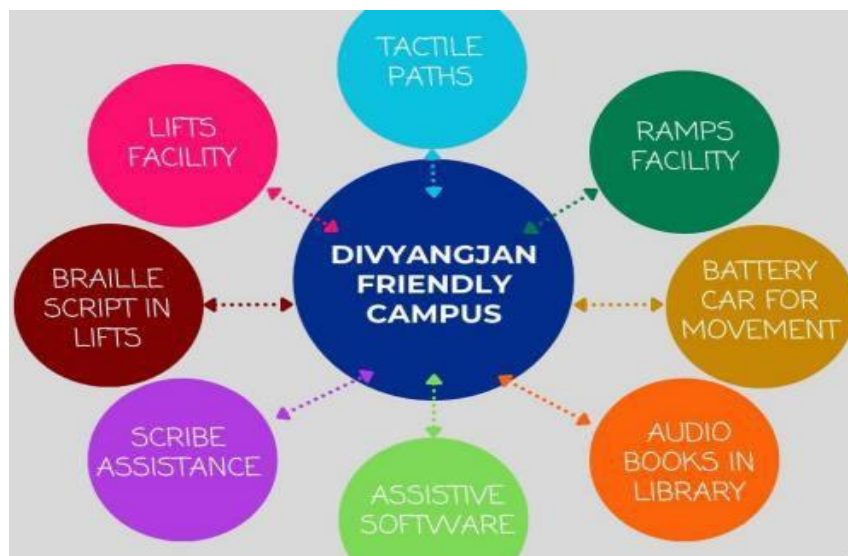
Scribe Assistance for Divyangjan

During the examinations, help for writing the examination on behalf of them are arranged but with the prior approval of the related authority. This provision has been laid down in Examination Manual as well.

Teaching Learning Aids

Soft Copies of all the reading material is issued through the digitalized central library. Various software tools such as Speech to text, Braille assisted keyboards, Computers with speakers etc are installed in central library as well as departmental libraries.

University has always taken utmost care in providing the comfort and security to the physically Challenged students. Even recruitment of candidates in the operations, accounts and HR department is also encouraged.



IIMT University believes that the **“World is one Family”**. So, the upbringing of the future professionals is set on the foundation principles of peace, harmony and acceptance of all.

Differences of **Culture, Region, Language, Community, Society and Economic** Background are eliminated through various initiatives, activities and monitoring committees. The **United Nations Sustainable Development Goals of Gender Equality** which implies fair treatment for males and females is also methodically worked upon.

Efforts to build tolerance and harmony towards other Culture, Region and Language

- To maintain **Cultural, regional and linguistic harmony**, University **organizes various Fest and events** where students get the opportunity to present their Culture and tradition. These Cultural exchanges not only broaden up everyone’s perspective but also enhance interpersonal skills and Social Skills.
- Through various Clubs and USR initiatives, IIMT University builds an all-inclusive, CrossCultural and bilingual environment which has acceptance and space for one and all. Participation in such events eradicates communal, socio-economic, cultural or linguistic differences.
- **Celebration of each festival**, organizing the celebration helps in eliminating Cultural, Communal or religion inclined beliefs. **Organizing spiritually inclined events** also helps in building sense of oneness.

Efforts to build tolerance and harmony towards Socio Economic Background

- Socio-economic differences are also eliminated through **wearing the Uniform** of the University which brings Uniformity and Equality.
- Human Values, Morals and Professional ethics are instilled in the students through **numerous sessions & workshops, credit courses like Human Values and professional ethics, Indian Ethos for modern Management**.
- **Excursion tours, Industrial Visits** are organized which bring togetherness, long lasting bonding and harmony.

Efforts to build tolerance and harmony towards Society

- Values of Citizenship, respect, fairness, trust and responsibility are inculcated through **activities like visit to orphanages & old age homes, plantation drive and cleanliness drives in and around the city, Blood donation camps** etc.
- IIMT has **students from the entire India and some foreign Countries**. Its International cell takes admission of the students from various Countries and care about their comfortable stay at IIMT Campus. This Cosmopolitan Culture has given students an exposure which is beyond books and Lecture Halls.
- **Guest lecture of ambassadors** helps in giving the exposure to different Countries, thus widening up horizon and mindset to accept one and all in this world.

Efforts to build tolerance and harmony towards other Gender

- University has a **systematic & open process of recruitment**. It utilizes various Job Portals, Newspaper Advertisements to invite applications for job abiding the UGC Norms, which is **open to all** regardless of the Culture, Society or any other such barrier. Equal opportunity is created and offered to both the genders, even transgender.
- At all levels of hierarchy, female & male ratio is adequately taken care of.
- Prevention of Sexual harassment at workplace, Internal Complaint Committee, Grievance Redressal cell, Women Empowerment Cell are the platforms where issues related to gender inequality are resolved. **Zero tolerance for ragging, harassment exists** in the University.
- All the **Committees and Clubs** carry out various curricular activities for the holistic development.



IIMT University believes that the **“Destiny of a Country is shaped in her Classrooms”**. This philosophy percolates in all the activities conducted to transform the young students into rightful professionals and dutiful citizens.

Sensitization of Students & Employees towards Values

- **Credit Course Human Values and Professional ethics** is integrated into the curriculum of each course. IIMTU has **collaborated with “Sanskrit Shiksha Nayas”** - to promote Values and Ethics in the Students.
- Regular Seminars are conducted in **collaboration with “Art of Living”, “Brahmkumaris” and ISCKON** on Values and Character Building.
- **Indian Festivals are celebrated** in the University Campus like Holi, Diwali, ID, Guru Nanak Parv or Christmas.
- **Charity for the old age homes & orphanages** helps in building compassion, love and righteous conduct in the students. These activities are the part of USR which is integrated in the curriculum. Students often organize **Plantation Drives, Cleanliness**

drives in the University and nearby places, when a person gets attached to Mother Nature then the Value of Love & Harmony seeps inside and impacts his or her behavior also.

- The **Orientation program** also helps in building right values, ethics, and code of conduct in the students.

Sensitization of Students & Employees towards Fundamental Rights

- **Organizing Awareness campaigns** to aware everyone for their Voting Rights.
- **Right to information** is exercised through the University's website and ERP system.
- **Right to Equality** is ensured through Women Cell, POSH ICC, Grievance Redressal Committee, Anti-Ragging Squad etc.
- Infrastructure is **Divyangjan** Friendly and **equal opportunity** is given to one and all.
- **Right to be safe and secure** is exercised through the 24X7 CCTV Cameras, Security personnels and Earth Quake Proof infrastructure.

Sensitization of Students & Employees towards Fundamental Duties

- IIMTU often organizes **Blood Donation Camps** where students and teachers can participate in collaboration with "Red Cross Society".
- Recently, the students and Employees have organized "**Road Safety Awareness Campaign**" in association with Traffic Police, Meerut (UP).
- **NCC/NSS Programs** imbibe citizenship, leadership and patriotism in the students.
- IIMTU has laid down Code of Conduct policy and Committee to look after various provisions.

Sensitization towards Responsibilities as a Citizen

- IIMTU is also a participating institution under **Unnat Bharat Abhiyaan** and **mentoring five villages** for their development and growth. Initiatives on literacy, healthcare, sanitation and waste management are organized in these villages in order to imbibe **citizenship** in the students and to improve the lives of rural people.
- Students of the Law Course of the University organizes Awareness Campaign on "**Duties of a Citizen**" with the help of role-plays, nukkad natak in and around the city to reinforce the ethical and **constitutional values**.
- Students of Ayurveda College and Yoga Course **conduct free Health and Yoga Campaigns. Reduce, Reuse and Recycle** policy is followed. LED lighting is used to **reduce electricity consumption**.
- University provides Transportation facility to the students and employees which help to **reduce Carbon footprint**.
- **Zero Food Wastage** is ensured in the Mess and the Cafeteria. The food residue is served to Cows and Buffalos at the cowshed in the University Campus.

