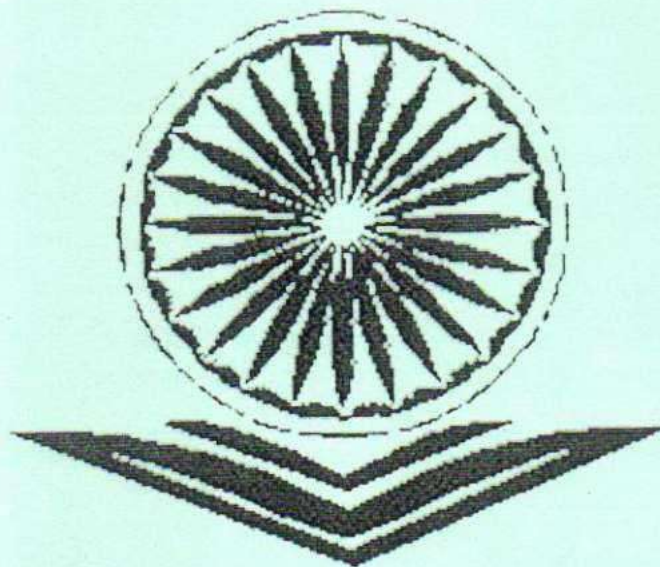


-125-

**Report Submitted to the
University Grants Commission
In Annexure-II by the
Visiting Expert Committee**

28 – 30, June 2015



**For
XAVIER UNIVERSITY, BHUBANESWAR**

Annexure - II

**UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI - 110 002**

**PROFORMA FOR SUBMISSION OF EXPERT COMMITTEE REPORT -
STATE PRIVATE UNIVERSITIES**

Part-I-Preliminary

(i)	Constitution of the Expert Committee	The UGC vide communication DNo: 8-21/2013 (CPP - I/PU) dated 09.04.2015 has constituted an Expert Committee to visit the Xavier University Bhubaneswar to have on the spot assessment of fulfillment of criteria in terms of programmes, Faculty, Infrastructure facilities, Financial viability etc, as laid down from time to time by the UGC and other concerned statutory bodies.						
		The Committee consisted of the following Members: <table border="1"> <tr> <td data-bbox="641 1265 690 1696">1</td><td data-bbox="690 1265 938 1696">Prof.Mohammad Miyan Former Vice-Chancellor, Moulana Azad National Urdu University, Hyderabad D-194, Defence Colony, New Delhi - 110024</td><td data-bbox="938 1265 1437 1696">Chairman 91 9810313634 mmiyan@hotmail.com</td></tr> <tr> <td data-bbox="641 1696 690 1961">2</td><td data-bbox="690 1696 938 1961">Dr. Amitabh Dey Director, Rajiv Gandhi Institute of Management, Shillong, Meghalaya</td><td data-bbox="938 1696 1437 1961">Nominee of The AICTE 0364 - 2308000 director@iimshillong.in</td></tr> </table>	1	Prof.Mohammad Miyan Former Vice-Chancellor, Moulana Azad National Urdu University, Hyderabad D-194, Defence Colony, New Delhi - 110024	Chairman 91 9810313634 mmiyan@hotmail.com	2	Dr. Amitabh Dey Director, Rajiv Gandhi Institute of Management, Shillong, Meghalaya	Nominee of The AICTE 0364 - 2308000 director@iimshillong.in
1	Prof.Mohammad Miyan Former Vice-Chancellor, Moulana Azad National Urdu University, Hyderabad D-194, Defence Colony, New Delhi - 110024	Chairman 91 9810313634 mmiyan@hotmail.com						
2	Dr. Amitabh Dey Director, Rajiv Gandhi Institute of Management, Shillong, Meghalaya	Nominee of The AICTE 0364 - 2308000 director@iimshillong.in						

-127-

3	Prof. Anup Beniwal Dean, School of Humanities and Social Sciences, Sector - 16C, Dwarka, New Delhi - 110078	Member 011 - 25302500, 25302502 09873055044 anupbeniwal@gmail.com
4	Prof. Sitanath Mazumdar Dept. of Business Administration, University of Calcutta, Kolkata - 700027	Member 033 - 24138128, 09433019348 sitanath_mazumdar@rediffmail.com
5	* Prof. L. Venugopal Reddy Chairman, AP State Council for Higher Education, Plot No: 34, Road No: 11, Banjara Hills, Hyderabad	Member 09848755669, 08008131327 l.venugopalreddy@gmail.com
6	Dr. G. Srinvas Joint Secretary, UGC -ERO, Salt Lake Sector - III, Kolkata - 700098	Coordinating Officer 033 23354768/09490793185
Further ,the following Experts on the same day of the visit assisted the Nominee of AICTE.		
7	Prof. H.P Mathur Professor of Management Studies, FMS, BHU, Varanasi - 221005	Nominee of AICTE 0542-6701413, 09415203146 hpmathur@fmsbhu.ac.in
8	Architect Akshaya Muduli, 151, Saheed Nagar, Bhubaneswar, Odisha	Nominee of AICTE 09238308095
ANNEXURE - 1 (Composition of the Visiting Committee)		

128-

(ii)	Date(s) of the visit	28 th to 30 th June, 2015
(iii)	Any other information (Non- participation of members, any special factor or situation/ difficulties relevant to the report	*Prof. L.Venugopal Reddy could not attend the meeting due to last minute exigencies at his end.

Part - II - Introduction

(i)	Brief introduction of the University (refer 1.1. of the format)	The Xavier Institute of Management, Bhubaneswar established in 1987 has been given the status of the University by State Legislation in 2013 vide Xavier University Odisha Act 2013 (Act 17 of 2013). The Xavier University, Bhubaneswar currently offers courses in the areas of Management, Commerce and Media studies. It offers value based education for the for the greater benefit of the society. It is considered as one of the emerging Universities in India with a potential to create trained manpower in different areas of management and allied disciplines of higher education. In this process, the University has been able to also be a change agent in building greater knowledge, skills and positive attitude among the youth of the country ANNEXURE - 2
(ii)	Date of establishment of the University (refer 1.4 of the format)	6 th July, 2013
(iii)	Brief description of the University and its faculties / courses	The Xavier University, Bhubaneswar is offering courses in the domain of Business Management, Rural Management, Human Resource Management, Global Management, Executive MBA, Commerce, Communications and Sustainability Management. ANNEXURE - 3

129

(iv)	Brief description of the Trust/Society that governs the University	The Xavier University was established by the Xavier Institute of Management society. The Xavier Institute of Management society was established in 1987 to empower management education and training in the state of Odisha and improve the overall talent development and industrial development in the state and especially across the eastern sector of India. The Xavier Institute of Management society in a joint social contract between the Government of India and the Orissa Jesuit Society brought about the Xavier Institute of Management, Bhubaneswar. ANNEXURE - 4
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Part - III - Summary Report**A. Legal Status**

(i)	Is the University duly established under the law and as required in the UGC Regulations? (refer 1.10 and 1.11 of the format)	Yes, the University is established as per the laws required within the UGC regulations. The University is established under Xavier University, Odisha Act 2013 (Act 17 of 2013) and Gazette notification No: 890, 2013, May 13th 2013. Please refer to ANNEXURE -2
(ii)	Is the Trust/Society involved in promoting the University sufficiently focused on educational activities and independent of their business or any other interest, if any?	Yes, the society is mainly and solely focussed on educational activities and is independent of any other business enterprise. It focusses on the domains of teaching, research, training and consulting related to the educational activities which the society solely was established to provide. The society is known globally for its Jesuit legacy and is acclaimed and internationally known for its activities in the area of education.

B. Organization Description

(i)	Does the University abide by UGC Regulations on off-campus centres Yes No Not applicable (refer 2.4 of the format)	The University does not have any off-campus centres and therefore this aspect does not apply.
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-130-

(ii)	Does the University abide by UGC Regulations on off-Shore campus centres Yes No Not applicable (refer 2.5 of the format)	Yes, the University does not have any off-shore campus centres and therefore this aspect does not apply.
(iii)	Does the University offer courses under distance mode with the approval of competent authority of the Government of India? Yes No Not applicable (refer 2.6 and 2.7 of the format)	Yes, it does not have any Distance Mode courses. But the Act/Statutes provides such provision.

C. Academic Activities

(i)	Are the courses offered by the University narrowly focused or adequately diverse?	The courses offered by the University are adequately diverse in Management disciplines. The University also has Mass Communication, Commerce Courses. The University is planning to opening up for the other courses/faculties as per the Act/Statutes.
(ii)	Are the list of courses for the award of degree as per the Section 22 of the UGC Act, 1956?	Yes, the list of courses for the award of degree are as per the Section 22 of the UGC Act, 1956. However the BMS Course is not in consonance with UGC specified Degrees nomenclature. However the Vice-Chancellor gave an undertaking to align the BMS Programme as BBM as recognised by UGC ANNEXURE - 14
(iii)	Is the sanctioned intake is as per the norms/intake sanctioned by the concerned Statutory Council(s)/UGC?	Yes, the sanctioned intake is as per the norms/intake sanctioned by the State Government. ANNEXURE - 5 (Govt. of Odisha approval including sanctioned intake)
(iv)	Whether courses run are approved by concerned Statutory Council(s)?	Yes, the courses are approved by the Department of Higher Education, Government of Odisha. ANNEXURE - 5
(v)	Are there adequate support facilities for students, especially for disadvantaged students? (refer 4.5 of format)	Yes, in deserving cases and with due approval of the Vice - Chancellor, reduction in fee is considered in some cases.

-13/-

(vi)	Are the students adequately informed? (refer 4.7 and 4.8 of the format)	Yes, the students are adequately informed through the website (www.xub.edu.in), Admission Brochures and Print Media.
(vii)	Is there a Grievance Redressal Mechanism and is that working properly? (refer 4.9 of the format)	Yes, there is a Grievance Redressal Mechanism. There is a Student Disciplinary Committee which looks into the grievances raised by the students and indiscipline perpetuated on the students. There is a Grievance Redressal Committee which looks into the grievance redressal of the faculty, staff and students. There is also a Complaints Committee for Sexual Harassment as well as for grievance redressal in cases of sexual harassment within the organisation. These committees are working properly.
(viii)	Is the University following proper procedure for formulation and revision of curriculum on periodic basis? (refer 5.1 to 5.4 of the format)	Yes, the University is following proper procedure for the formulation and revision of curriculum on periodic basis. Each School of the University has a Strategic Academic Advisory Board (SAAB) which meets at regular intervals comprising of industry practitioners and academic experts who formulate and revise the curriculum on periodic basis and the final changes are brought about by the Academic Council on a regular basis for improving the curriculum.
(ix)	How regular, fair and transparent is the examination system? (refer 5.7 to 5.14)	ANNEXURE - 6 The examination system is regular, fair and transparent. The course outlines for the respective courses have a clearly laid out examination system along with the weightages and academic goals to be attained by the examination system. The examination system is transparent by having a review process from the students to check their respective papers and grades and thereby bring about any changes that are required in case their scores are wrong or not properly addressed. Further, the examination system provides for an alert invigilation system which takes care of the entire process of examination in a fair and transparent manner.

132

D. Admission Process

(i)	Does the University follow fair and transparent procedure for admission? (refer 6.1 and 6.7 of the format)	Yes, the University follows a fair and transparent procedure for admission. The University admits students from the entrance scores of CAT, XAT, GMAT, X-GMAT which is followed by short-listing of the students based on the scores and followed by the personal interview.
(ii)	Do any special reservation on quota follow clearly laid down policy?	Yes, there is 50 percent domicile quota for Odisha state domicile candidates in the admission policy as per the Xavier University Odisha Act 2013. Also there is 5% quota for Christian Community.

E. Fee Structure

(i)	Are the students sufficiently informed about the fees and charges payable?	Yes, the students are sufficiently informed about the fees and charges through the Admissions Brochure of the University which helps the students to decide and opt for the courses in the University.
(ii)	Does the University follow its own declared policy in collecting any fees or charges or are there some charges over and above the publicly stated fee structure?	There are no charges over and above the publicly stated Fee structure. The University follows its own declared policy in collecting the fees.
(iii)	Is the mode of fees collection transparent or are there complaints of payments without receipts?	As per the informations provided by the students, the fees collection is transparent and clear and there are no complaints for any payments. There are no payments made without receipts.
(iv)	Are the fees reasonable compared to costs involved in running the programmes and to other similar institutions?	Yes, the fees are based on the costs involved in running the programmes and in tune with other similar institutions of repute.
(v)	Is the fee structure based on a policy or guidelines laid down by the Government?	The University is governed by the Governing Board which decides the fees for the programmes and where the Government representatives are present including Chief Secretary of the State and Principal Secretaries and Commissioner-cum-Secretaries from the State Government. The information about the fees are intimated to the Government from time to time.

- 33 -

(vi)	Is there any indication of the University being run solely or primarily for commercial gains?	No, there is no indication to state that the University is being run solely or primarily for commercial gains. This is a Jesuit Institution and run by the Fathers whose sole intention is to serve the society.
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F. Faculty

(i)	Does the University follow Pay Scales and service conditions laid down by the UGC?	Yes, the University follows the Pay Scales and Service conditions laid down by the Ministry of HRD, Government of India as per the 6 th Pay Commission as prescribed by UGC. Also gives incentive to the faculty for research publications and additional teaching assignments.
(ii)	Is the Faculty well qualified and well trained for the courses? (if required, please make comments separately for each faculty/department)	Yes, the faculty are well qualified and trained for the courses. They are drawn from some of the reputed institutions in India and abroad with many years of experience and expertise in industry, research and academia. Some of them are also Consultants to corporate clients and also provide a rich training experience to many corporate and Government entities. ANNEXURE - 7
(iii)	Is the proportion of permanent Faculty adequate or is the University being mainly run by deploying contractual faculty/guest faculty/Part-time faculty?	The University has an adequate proportion of permanent faculty for the courses. Apart from that, in order to ensure a richer academic experience, the University invites industry practioners, academicians and researchers from India and abroad. Apart from these initiatives, the University has also conducted two recruitment drives for augmenting the faculty strength. About 75% of the existing faculty are appointed on permanent basis.
(iv)	Has the University followed due process for recruitment of faculty?	Yes ANNEXURE - 8







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134 -

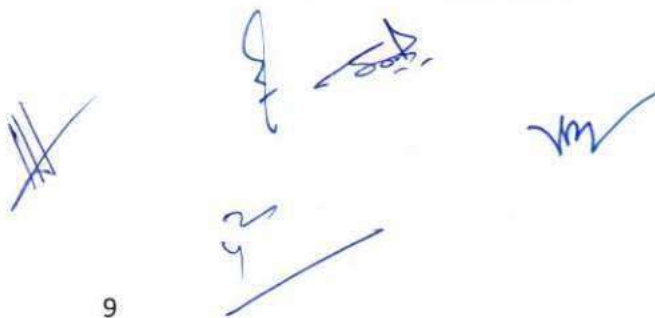
G. Infrastructure

(i)	Are the following infrastructure facilities adequate? ➤ Land and Buildings ➤ Class Rooms ➤ Laboratories and equipment ➤ Library ➤ Sports facilities ➤ Residential accommodation including hostels	The University operates on 55 acres of land which is spread across two campuses, with one having 20 acres and the other comprising of 35 acres of land. The infrastructural facilities comprise of Academic block, Administrative block, Hostels, Auditorium, Computer centre, Digital Library, Playground, Sports facilities, Gym, Cafetarias, Guest houses, Faculty quarters, Dining hall, Management development center, Communication labs, Audio-Visual infrastructural facilities apart from picturesque scenic campuses. There are also ATM facilities for the benefit of the Faculty, Staff and Students. There are computers, LCDs, Audio-Multimedia equipment and a state of art classroom facility with Ampitheatres, Syndicate rooms, Multimedia hall, Seminar halls, Conference halls and Examination halls.
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H. Financial Viability

(i)	Does the University have adequate and independent funds?	Yes, the University has adequate and independent funds for its growth and development. The funds of the University are within the ambit of the Society and are used solely for the purpose of the University. These funds are internally generated through Tuition Fees, Research projects, Consultancy projects and Training programmes. The focus of the University is to be self-sustaining University which uses its internal cash accruals for the overall development of the University.
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735-

I. Governance System

(i)	Are various authorities and bodies responsible for the governance of the University in place and working regularly and properly?	Yes
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J. Research Profile

(i)	How would you rate the research profile of the University in terms of Research orientation, environment, facilities and output? (please give comments separately on faculties and departments)	The University has a good research orientation wherein the focus by the top management is towards increasing research output and improving the research environment within the University. The faculty publishes numerous journal articles in international and national journals. There are several books published each year by the faculty members, apart from writing cases for research. They also take part and present papers in national and international conferences. The University hosts several conferences, seminars and workshops for the research output and development. There are research journals in-house by the University namely Vilakshan, IJDSR, Research World, Journal of Case Research. The University also has had collaborations with several international and national organisations for research and development projects such as LSHTM, GFATM, CORDAID, UNDP, Ford Foundation etc.. The University also has a research Chair by NABARD for a Professor. The Library has a huge database of online journals apart from more than 50,000 books, reading rooms with computing facilities and thereby creating a rich research environment for the faculty, students and Ph.D. scholars. The University also has vibrant research programme with about 28 Ph.D. scholars working on various areas of research. ANNEXURE - 9
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136-

K. Miscellaneous

(i)	Is the Non-teaching staff adequate, well qualified and paid as per the norms of the concerned State Government?	Yes, the Non-teaching staff are adequate and paid as per the norms of the Ministry of HRD, Government of India (6 th Pay Commission) / UGC.
(ii)	Do the academic results show evidence of the independent and rigorous evaluation prior to the issue of degrees?	Yes, the University follows a rigorous system of evaluation. The trimester system that the University follows for the PG programmes envisages different components of evaluation starting from quizzes, assignments, case study analysis and end term exams. For the UG programmes, Semester system is followed in which there is a continuous evaluation for the students in terms of class participation, assignments, summer projects, quizzes and term exams.
(iii)	Has the University obtained necessary and desirable accreditations?	Prior to the formation of the University, XIMB had an Autonomous institution status. Also, XIMB had obtained NBA and SAQS accreditation and AIU equivalence for its PGDM, PGDM (RM) and PGDM (PT) programmes. After completing the graduation of the first two batches, the University is planning for accreditation from NBA and SAQS. The University is in the process of obtaining AACSB accreditation and the second progress report has been submitted to the AACSB. ANNEXURE - 10







137 -

L. Strengths and Weaknesses of the University

(i)	Strengths of the University	➤ Global Vision & Mission ➤ Values based tradition of Higher Education ➤ Culture of Transparency and openness ➤ Good Infrastructure & facilities ➤ State of Art IT infrastructure & educational facilities. ➤ Sufficient co-curricular activities ➤ Thrust on Personality Development ➤ Industry linked curriculum ➤ Employability oriented course structure ➤ Rigorous student selection process. ➤ Team spirit and achievement oriented employees ➤ Mostly residential programmes ➤ Wi-Fi Campus ➤ Good Library facilities
(ii)	Weaknesses of the University	➤ Need to outgrow from institutional mode to the University outlook. ➤ Academic structures and courses nomenclature need to be rationalized as per UGC norms. ➤ Faculty-wise, not sufficiently diversified. ➤ The campus need to be made more secure. ➤ No external examination paper setting and evaluation.



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138

Part - IV - Recommendations

A. General Observations and suggestions (please avoid repetitions of the points mentioned above).

Observations:

- Focus on Academic Programmes in Management education needs to be diversified.
- Created Campus Cloud with own Data Center.
- Established well functioning Digital Library.
- Developed capacity to conduct online examination for about 550 students at one time.
- Good facilities for E-learning.
- Good campus facilities such as well equipped Class rooms, hostels and sports facilities.

Suggestions:

- External Experts may also be made members of the selection process of Research Scholars.
- Too many Specilised Schools with overlapping aspects may be avoided. Academic structures need to be in accordance with UGC provisions.
- The concept of Schools and departments may be created to systematise academic heirarchy.
- Fee structure may be rationalised keeping in view of the socio-economic status of the students. Further there may be concessions for economically weak students.
- Nomenclature of all the current and future courses should be in consonence with the UGC specified degrees.
- Well defined policy may evolved and implemented with regard to students of disadvantaged sections.
- In case of paper setting and evaluation, provision for external examiners upto 50% may be considered.
- In admission process, other than Management/Professional Courses, the weightage for written test should be more than 50%



139

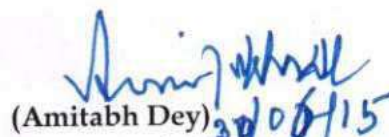
- B. Operational recommendations which require satisfactory compliance by the University before issue of Approval Letter.

Overall, the University has all the possible facilities and potential to be considered by the UGC for fulfilment of criteria in terms of programmes, faculty, infrastructural facilities, financial viability, etc. as laid down from time to time by the UGC and other concerned statutory bodies. Since there is another technical Committee of AICTE, its report may be taken into consideration for compliance required if any.

- C. Final Recommendations(whether the University should be granted Approval Letter/ Approval Letter subject to compliance/Should not be granted Approval Letter).

Based on the presentation made by the Vice-Chancellor before the Expert Committee, discussions held, visit to Academic Departments and Infrastructural facilities, Interaction with the Faculty members, Officers & Staff, Alumni, Students and other stake holders, the Expert Committee unanimously resolved to recommend to the UGC for approval of fulfilment of criteria in terms of programmes, faculty, infrastructural facilities, financial viability, etc. as laid down from time to time by the UGC and other concerned statutory bodies to Xavier University, Bhubaneswar, subject to observation at "B" above.


(Mohammad Miyan)
Chairman


(Amitabh Dey) 30/06/15
Nominee of AICTE


(Anup Beniwal)
Member


(Sitanath Mazumdar) 30/6/15
Member


(G. Srinivas)
Coordinating Officer

Place: Bhubaneswar
Date: 30th June, 2015