

PESIT (now UNIVERSITY), BANGALORE, KARNATAKA (PRIVATE-UNAIDED)

The Governing Body of PESIT is supported by several empowered committees that report to it - these are: (a) Academic Council, (b) Board of Studies, (c) Evaluation Committee, (d) Academic Audit Committee, (e) Finance Committee, (f) Appointments and Performance review Committee, (g) Research Committee, (h) TEQIP 1.2 monitoring Committee, (i) TEQIP 1.2.1 Monitoring Committee.

(DATE: 10 SEPTEMBER 2013)

	GOVERNANCE SELF-REVIEW QUESTIONS	GRADE	SUPPORTING EVIDENCE	DEVELOPMENT PLAN	EXPECTED DELIVERY TIMEFRAME
A	PRIMARY ACCOUNTABILITIES				
A1	Has the Governing Body approved the institutional strategic vision, mission and plan - identifying a clear development path for the institution through its long-term business plans and annual budgets?	2	<ul style="list-style-type: none"> The Vision of PES is to create professionally superior and ethically strong global manpower. Business plans and annual budgets are tabled in the Governing Body and views sought. Plans are suitably modified based on Governing Body discussions. Vision implementation is subject to UGC and AICTE norms. 	<ul style="list-style-type: none"> A document translating the vision into long term organizational goals to be placed and discussed in the Governing Body 	November 1 st , 2014
A2	Has the Governing Body ensured the establishment and monitoring of proper, effective and efficient systems of control and accountability to ensure financial sustainability (including financial and operational controls, risk management, clear procedures for managing physical and human resources)?	1	<ul style="list-style-type: none"> The proposal for development, infrastructure, Equipment etc. are placed before the Governing Body(GB) for approval. The preliminary processing of development proposals along with relevant quotations from vendors, justification etc., happens at the department level and after due approval from Approving Authority (Principal & Director of Institute) the development/purchase is executed. The action taken report and other financial details are placed before the Governing Body. Under UGC regulations, the institute is in the not-for-profit category. Controls are exercised through empowered committees that report periodically to the Governing Body. The Governing Body, after discussion, approves the committee reports. 	<ul style="list-style-type: none"> Systems and processes are reviewed periodically for further improvements 	Once in a quarter
A3	Is the Governing Body monitoring institutional performance and quality assurance arrangements? Are these benchmarked against other institutions to show that they are broadly keeping pace with the institutions they would regard as their peers or competitors to ensure and enhance institutional reputation?	1	<ul style="list-style-type: none"> The Governing Body monitors institutional performance regularly with respect to finance, results, placements, appointments, compliance etc. These are recorded and approved at the Governing Body meetings. Student input quality (cut-off ranks), output quality (placement measures), faculty performance (feedback, appraisals, targets), infrastructure (hard and soft), research quality are monitored and action plans for improvement are discussed and approved at Academic council and other relevant levels. 	<ul style="list-style-type: none"> As PESIT grows, it will start benchmarking against international institutes of repute. The relevant parameters are compared with NITs, IITs and IISc as appropriate. The benchmarks used are: <ul style="list-style-type: none"> NAAC Accreditation at Institute Level NBA Accreditation at Program Level Rating by Independent Rating Agencies at National level 	Yearly review of Accreditation Validity and Ratings
A4	Has the Governing Body put in place suitable arrangements for monitoring the head of the institution's performance?	3	<ul style="list-style-type: none"> The role and responsibility of the head of the institution is guided by the UGC and AICTE guidelines. Performance of the head of the institution is monitored on an operational day-to-day basis and a formal annual performance appraisal is conducted. 	<ul style="list-style-type: none"> Vision of the organization to be translated into quantified measurable objectives for the Principal with timelines. When PES University is operational, Performance to be reported and monitored at Governing Body level. 	Yearly Appraisal in December.

B OPENNESS AND TRANSPARENCY IN THE OPERATION OF GOVERNING BODIES					
B1	Does the Governing Body publish annual report on institutional performance?	2	<ul style="list-style-type: none"> Key performance reports placed in Governing Body meetings through various committees. These are collectively exhaustive. Efforts are in progress to prepare a unified 'Annual report'. 	<ul style="list-style-type: none"> From the FY 2014, PESIT to publish an Annual Report on Institutional Performance covering strategic performance, academic performance, financial performance, Learning and Training performance etc. Yearly calendar for PESIT runs from January to December. 	Dec 2014
B2	Does the Governing Body maintain, and publicly disclose, a register of interests of members of its governing body?	3	<ul style="list-style-type: none"> PESIT is an unaided private institution running within the guidelines of UGC and AICTE. The Governing Body composition is directed by these bodies. A need for a separate register of interests of its Governing Body members has not been felt and currently as there are no known conflicts of interest. 	<ul style="list-style-type: none"> A proposal for maintaining a register of interests will be taken up in the next Governing Body meeting for discussion and approval. Documentation of interests henceforth will be maintained. 	Aug 2014
B3	Is the Governing Body conducted in an open manner, and does it provide as much information as possible to students, faculty, the general public and potential employers on all aspects of institutional activity related to academic performance, finance and management?	2	<ul style="list-style-type: none"> All discussions are minuted. The minutes are available in the Principal's office and anyone desirous of seeing the same can contact the Principal's office. Being a private unaided institution, PESIT does not seem it fit to place the minutes of the Governing Body in the public domain as it contains sensitive financial and strategic information. However, PESIT website is updated with summary of minutes of preceding governing body. 	<ul style="list-style-type: none"> A proposal will be put forward in the Governing Body meeting on the desirability of making public the performance of the institution sans sensitive information. 	March 2014 Meeting summary is available.
C KEY ATTRIBUTES OF GOVERNING BODIES					
C1	Are the size, skills, competences and experiences of the Governing Body, such that it is able to carry out its primary accountabilities effectively and efficiently, and ensure the confidence of its stakeholders and constituents?	1	<ul style="list-style-type: none"> The composition of the Governing Body fits the responsibilities it is expected to discharge. Details enclosed at Attachment-1. The composition of the Governing Body is guided by AICTE and UGC requirements. There is a very good mix of experience, age, rank and competence from among the Governing Body. There is full representation of all the stakeholders including academicians, teachers, administrators, students, management and representatives from society. 	<ul style="list-style-type: none"> The composition of the Governing Body Is reviewed periodically vis-à-vis the expectations and changes made as appropriate. 	Review once a year
C2	Are the recruitment processes and procedures for governing body members rigorous and transparent?	2	<ul style="list-style-type: none"> Composition of the Governing Body is as per UGC and AICTE requirements. All recruitment is placed before the Governing Body, discussed, approved and minuted. 	<ul style="list-style-type: none"> Nominations done as per UGC norms for Autonomous Colleges. Nominations from Government agencies are sought as per prescribed procedures. Teachers are nominated as per seniority. A nominations committee to screen and decide members for Governing Body will be constituted on a need basis. 	Board composition is revisited every two years.
C3	Does the Governing Body have actively involved independent members and is the institution free from direct political interference to ensure academic freedom and focus on long-term educational objectives?	1	<ul style="list-style-type: none"> As is clear from the minutes, independent members are proactive and have made many suggestions for improvement that have been implemented by the institution. The institution is free from any political interference. The independent members are external to, and independent of, the institution. 	<ul style="list-style-type: none"> Current practices will be sustained. 	Review once in 2 years.
C4	Are the role and responsibilities of the Chair of the Governing body, the Head of the Institution and the	2	<ul style="list-style-type: none"> The roles and responsibilities statement for PESIT is guided by the Autonomous Colleges Statute of VTU, 2011 The university statute clearly mentions the powers and functions of 	<ul style="list-style-type: none"> Existing practices will be reviewed on periodic basis and changes will be made if needed without compromising the broader governance objectives. 	Review once in 2 years

	Member Secretary serving the governing body clearly stated?		the board, its chairman and member secretary (principal).		
C5	Does the Governing Body meet regularly? Is there clear evidence that members of the governing body attend regularly and participate actively?	1	<ul style="list-style-type: none"> The Governing Body meets at least twice a year. It has met 14 times between 16th August 2007 and 28th July 2013 (six years). There is clear evidence of participation through attendance and minutes of Governing Body meetings. 	<ul style="list-style-type: none"> Existing practices will be sustained. Annual Report to include Governing Body attendance participation by members. 	Half-Yearly Meetings taking place
D	EFFECTIVENESS AND PERFORMANCE REVIEW OF THE GOVERNING BODY				
D1	Does the Governing Body keep their effectiveness under regular review and in reviewing its performance, reflect on the performance of the institution as a whole in meeting its long-term strategic objectives and its short-term indicators of performance/success?	2	<ul style="list-style-type: none"> As and when deficiencies in governance are noted, the same is discussed in Governing Body meetings as evidenced by the minutes. Processes are changed/added, subcommittees are formed, empowerment/ delegation added, depending on lessons learnt. Structures and processes have been revised. However, effectiveness against accountabilities is not measured, as the accountabilities have not been documented. 	<ul style="list-style-type: none"> Vision, Mission of the institute and Accountabilities of Governing Body members will be documented and placed before the Governing Body for approval. Where possible, Governing Body goals will also be set and monitored. 	Changes effected on need basis half-yearly
D2	Does the Governing Body ensure that new members are properly inducted, and existing members receive opportunities for further development as deemed necessary?	3	<ul style="list-style-type: none"> The new members are briefed by the Chairman on their role and responsibility, informally 	<ul style="list-style-type: none"> Documented accountabilities and goals will lead to smoother induction of board members and development opportunities of Governing Body will be evaluated towards purposeful participation by Governing Body members 	Induction and rotation of the Governing Body members done as per UGC norms.
E	REGULATORY COMPLIANCE				
E1	Does the Governing Body ensure regulatory compliance and, subject to this, take all final decisions on matters of fundamental concern to the institution?	1	<ul style="list-style-type: none"> All regulatory compliances are adhered to. All required evidences are in place 	<ul style="list-style-type: none"> All regulatory compliances are adhered to. All required evidences are in place 	Frequency of compliance checks in line with AICTE/UGC regulations
E2	Does the regulatory compliance include demonstrating compliance with the 'not-for-profit' purpose of education institutions?	1	<ul style="list-style-type: none"> The budget clearly shows the not-for-profit purpose and evidence 	<ul style="list-style-type: none"> The not-for-profit character of the organization will be maintained. 	
E3	Has there been accreditation and/or external quality assurance by a national or professional body? If so, give details: name, status of current accreditation etc.	1	<ul style="list-style-type: none"> The latest accreditation is from NAAC. PESIT is rated A+. Evidence is attached as Appendix 2. NBA accreditation has been received for the eligible programs. Other programs are either awaiting results or in the process of application subject to eligibility. 	<ul style="list-style-type: none"> There will be continued attempt to benchmark the institute under national level and global level accreditation schemes. 	As and when applicable