

**UNIVERSITY GRANTS COMMISSION**

**BAHADUR SHAH ZAFAR MARG**

**NEW DELHI - 110 002**


**Report of the Compliance Verification Committee of UGC Visit on 28<sup>th</sup> & 29<sup>th</sup> December, 2016 to BML Munjal University (Pvt. University), Gurgaon.**

A UGC Expert Committee visited BML Munjal University (Pvt. Univ.) on 11<sup>th</sup> and 12<sup>th</sup> May 2016 and submitted its report to UGC. The Committee had identified certain deficiencies/weaknesses in the report about which the University was informed. Subsequently, the University submitted a Compliance report.

Further, Chairman, University Grant Commission has constituted a Compliance Verification Committee to verify the compliance reported by BML Munjal University (Private University), 67<sup>th</sup> KM Stone, NH-8, Village Sidhrawali, Gurgaon - 122 413 vide e.mail received 1<sup>st</sup> December, 2016. The committee comprises of the following:

1. Prof. M.P.Poonia (Chairman)  
Director NITTTR  
Chandigarh.
2. Prof. Shyam Sundar Pattnaik (Member)  
Vice-Chancellor  
Biju Patnaik University of Technology  
(BPUT), Chhend, Rourkela, Odisha
3. Dr. Nisar Ahmad Mir (Coordinating Officer)  
Joint Secretary,  
University Grants Commission,  
New Delhi.

The committee visited University on 28<sup>th</sup> & 29<sup>th</sup> December, 2016 to verify the Compliance. The Committee members interacted with all faculty members and students during visit. Seen all the infrastructural and supporting facilities and also checked the official records where ever required. The report of the Compliance Verification Committee is given as under:

  
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Part – III – Summary Report

**A. Legal Status**

Para	Requirement as per UGC Performa	Observation of the Expert Committee	University Submission	Compliance Verification Committee Remarks
(ii)	Is the Trust/Society involved in promoting the University sufficiently focussed on educational activities and independent of their business or any other interest, if any?	No clear evidence was made available	<p>BML Educorp Services is founded by the promoters of the Hero Group and has been solely created for the purpose of providing quality education at BML Munjal University.</p> <p>As per memorandum and articles of association of BML EduCorp Services, it is only involved in promoting educational activities.</p> <p>Certificate of Incorporation of BML EduCorp Services, Letter of Intent to BML EduCorp Services from Govt. of Haryana, Gazette notification for establishment of BML Munjal University by Govt. of Haryana and MoA, BML Educorp Services is placed at <b>Annexure 1A, 1B, 1C and 1D.</b></p>	Committee has seen all the relevant documents and is of the opinion that society is functioning as per the objectives laid down in its policy documents and focusing solely on education.

  
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C. Academic Activities

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(iv)	Whether courses run are approved by concerned Statutory Council(s)?	No The programmes offered by the University are not approved by the statutory councils, i.e. AICTE	<p>The University is running all courses in accordance with the minimum standards laid down by AICTE. The University is following all norms with respect to Building, Faculty Qualification, Cadre Ratio, Curriculum, Books, Journals, Library facilities, Computers, Internet, Printers and Laboratory Equipments. As against the Land requirement of 20 Acres specified in Haryana Private University Act of 2006, the University is built on a land area of 40 Acres. The University has a built up area 65000 sq.mts against the requirement of 14616 sq.mts. The University follows the due process for starting a new course including obtaining approval from Government of Haryana</p> <p><b>Annexure 2</b> - Approval from Govt. of Haryana, <b>Annexure 3</b> - AICTE norms and actual available resources.</p>	The university is running Engineering, Management and Commerce courses. The university fulfils the AICTE/UGC norms in terms of land, building, laboratory space, library, computational facilities & faculty etc.

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<p>(v)</p>	<p>Are there adequate support facilities for students, especially for disadvantaged students?(refer 4.5 of format)</p>	<p>There was no evidence to indicate that any special facilities are being provided to disadvantaged students.</p>	<p>BML Munjal University has clearly demonstrated its commitment to disadvantaged and differently abled students with the fact that <b>no selected student has been denied admissions on financial or physical grounds.</b></p> <p><b><u>Facilities for Differently Abled Students</u></b> The University has provided stretcher lifts and ramps and railings in all its buildings. Separate toilets with handrails has been provided on every floor in each building. All the hostels have separate rooms for the differently abled students. The campus is barrier free for ease of movement.</p> <p><b><u>Facilities for Disadvantaged Students</u></b> The University has a generous scholarship policy that has impacted over <b>43% of our students</b> out of a total strength of 1192 students</p> <p>This has been made possible by providing the following:</p> <ol style="list-style-type: none"><li>1. Means based scholarships to students from disadvantaged backgrounds<ol style="list-style-type: none"><li>a. Disbursed <b>Rs.76.19 lacs</b> for 29 students</li><li>b. Total Disbursement expected over the duration of programme to the awardees: <b>Rs 1.65 Crores</b></li></ol></li></ol>	<p>Barrier free environment is available for differently abled students. As per records, financial assistant has also been extended to needy and meritorious students from time to time.</p>
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			<p>2. Special cash stipend for students who cannot manage their personal expenses</p> <p>a. Disbursed <b>Rs.5 lacs</b> to 6 students</p> <p>b. Total Disbursement expected over the course of programme to the awardees is <b>Rs.20 lacs</b></p> <p>3. Hamari Pari scholarships to female students from disadvantaged background</p> <p>a. Disbursed <b>Rs.37.4 lacs</b> to 16 students</p> <p>b. Total Disbursement over the course of programme to the awardees over 1 Cr</p> <p>4. Merit based scholarships</p> <p>a. Disbursed 11.44 crores to 563 students</p> <p>b. Disbursement over the duration of programme to the awardees: 30 crores</p> <p><b>Impact</b></p> <p>1. Total amount of scholarships disbursed in is approximately <b>12.62 crores.</b></p> <p>2. Over the course of the programme the current awardees would have availed <b>32.85 crores</b></p> <p>3. Out of this, 45 students from disadvantaged backgrounds would have received <b>2.6 crores</b> over the duration of the programme</p> <p><b>Annexure 4 A</b> - List of students with Means scholarships</p> <p><b>Annexure 4 B</b> -List of students with Hamari Pari Scholarships</p> <p><b>Annexure 4 C</b> - List of students with Merit scholarships and stipend</p> <p><b>Annexure 4 D</b> - List of Students with Merit scholarships</p>	
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E. Fee Structure

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(ii)	Does the University follow its own declared policy in collecting any fees or charges or are there some charges over and above the publically stated fee structure?	Yes, but the fee structure is comparatively very high.	<p>The university follows the instructions for the fee structure promulgated as per Haryana Private Universities Act, 2006. Since the University does not receive any funds from the Government, the only source of income to meet the expenditure is fees from the students. The University is incurring a loss of INR 3.75 lacs per student. The University has disbursed a scholarship amount of INR 12.62 crores as of date to meritorious and disadvantaged students. Further, INR 32.85 crores will be disbursed to the current students over the course of the program.</p> <p>1. <b>High investment without any external support:</b> BML Munjal University has invested 500 crores in set-up and funding of operating losses of INR 55 crores. It has received no external investment or government aid.</p>	University fee structure is as per the provisions of Haryana Private University Act., 2006. During interaction with some of the students, no indication has been received by Committee of any additional surcharge on the student beyond specified fee.

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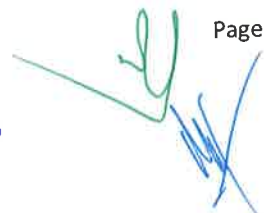
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			<p>2. <b>High quality Infrastructure and Global Standard Labs:</b> The University has ensured that the basic infrastructure is of international standards with respect to residential facilities, services and support to student and faculty. Further, the University has benchmarked and ensured that the labs are at par with the best institutions in India and abroad, especially in lieu of its huge emphasis on hands on experiential learning. Yet to ensure opportunity to wider section of the students' community, the fee is subsidized for even the full fee paying student by over 70% of the cost per student.</p> <p><b>Annexure 5A</b> – Extract of The Haryana Private Universities Act, 2006. <b>Annexure 5B</b> - Per student income and expenditure. <b>Annexure 5C</b> - Balance Sheet of BML Munjal University, <b>Annexure 5D</b>–Fee Information sent to Govt. of Haryana.</p>	
(iv)	Are the fees reasonable compared to costs involved in running the programmes and to other similar institutions?	No The fee structure is rather on the higher side.	Given the investment and cost incurred in providing quality, holistic, experiential learning, including the academic, residential and industry immersion experience at the University, the fees are reasonable. The income and expenditure per student is placed at <b>Annexure 5B</b> .	Fee structure seems comparable with the institutes having same reputation in terms of placement and infrastructural facilities.

  
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(v)	Is the fee structure based on a policy or guidelines laid down by the Government?	It seems that the University decides its own fee structure	The University has fixed the fee structure in accordance with the provisions of The Haryana Private Universities Act, 2006 and has also communicated it to the Govt. of Haryana. <b>Annexure 5A and Annexure 5D.</b>	Fee structure is as per the guidelines framed by the University, as per the provisions of Haryana Private University Act, 2006.
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**F. Faculty**

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(i)	Does the University follow pay scales and service conditions laid down by the UGC?	The University does not follow the structured UGC pay scales but the total emoluments paid are comparable with UGC scales. However, there is no provision for career advancement etc.	The University is fully compliant with all applicable regulatory provisions regarding terms of appointment, probation, confirmation, leave rules, holidays, hours of work and service conditions. All faculty members are paid in accordance with UGC scales. Details are at Table at <b>Annexure 6</b> . Copy of Bank Transfer Instructions for pay for Nov '16 are at <b>Annexure 6A</b> . Indicative set of Form 16 are at <b>Annexure 6B</b> . Based on the University's norms of career advancement and support for faculty, in the last 20 months the following provisions have been instituted and facilitated: 1. A well-structured appraisal system has been implemented ( <b>Annexure 6 C – Appraisal Process</b> ) 2. Every faculty member has a <b>Professional Development Allowance (PDA)</b> of 1 lacs INR and INR 20,000 per year for books and journals. 32 faculty have availed this allowance and been reimbursed a total amount of INR 13.51 lacs by the University. (Refer to <b>Annexure 7</b> )	The University is having the faculty strength as per the requirement and maintains the student-teacher ratio as per the AICTE/UGC norms. The offer letter are as per structured pay scale however, they follow their own norms in paying allowances. The salary paid is to the satisfaction of the faculty members and is comparable to UGC scale. Since university has started only two years back, not many candidates are eligible till date for Career Advancement Scheme.

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			All our faculty have benefitted from 78 Faculty Development Programmes (FDPs) including 14 programmes conducted on the University campus and 64 external programmes attend by faculty outside the University. These programmes have been led by experts from around the world and also in collaboration with our partner universities (Annexure 8 – List of FDPs with Details)																												
(ii)	Is the faculty well qualified and well trained for the courses?	There is acute shortage of faculty which adversely affects teaching learning process. However, the appointed faculty fulfils minimum eligible criteria set by UGC/AICTE	As per UGC/AICTE, University has a total requirement of 120 Faculty members and 121 are currently engaged. All the faculty are well qualified; nearly 90% of them are PhD; Details are at Annexure 6	Majority of the faculty members are having Ph.D degrees. The faculty fulfills the qualification criteria for AICTE/UGC.																											
(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 percentage of the faculty required as per UGC/AICTE norms (Including the present faculty strength) vis -a vis visiting and other category of the faculty is approximately fifty-fifty.	Of the 121 faculty, 95 are full time faculty and 26 are visiting/adjunct. This is 79:21 and well within the permissible ratio of 75:25. Details are at Annexure 6 Below is the Summary :- <table border="1"><thead><tr><th rowspan="2">School</th><th rowspan="2">Required</th><th colspan="2">Currently Engaged</th><th rowspan="2">Deficiency</th></tr><tr><th>Fulltime</th><th>Adjunct</th></tr></thead><tbody><tr><td>SOET</td><td>100</td><td>78</td><td>22</td><td>-</td></tr><tr><td>SOM</td><td>14</td><td>11</td><td>4</td><td>-</td></tr><tr><td>SOC</td><td>6</td><td>6</td><td>-</td><td>-</td></tr><tr><td>TOTAL</td><td>120</td><td>95</td><td>26</td><td>Nil</td></tr></tbody></table>	School	Required	Currently Engaged		Deficiency	Fulltime	Adjunct	SOET	100	78	22	-	SOM	14	11	4	-	SOC	6	6	-	-	TOTAL	120	95	26	Nil	The University has adequate faculty .
School	Required	Currently Engaged				Deficiency																									
		Fulltime	Adjunct																												
SOET	100	78	22	-																											
SOM	14	11	4	-																											
SOC	6	6	-	-																											
TOTAL	120	95	26	Nil																											



  
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<p>(iv)</p>	<p>Has the University followed due process for recruitment of faculty?</p>	<p>The University is following its own practice for faculty appointments.</p>	<p>It is confirmed that the University is complying with UGC and AICTE guidelines in this regard. Besides atleast one advertisement in prominent national dailies every year, the University web site routinely hosts vacancies currently open and regularly receives applications. Additionally, there are internally referred candidates. The Hiring Process Flow Chart is at <b>Annexure 8B</b>. All applications received by HR are shared with the respective school who have their own metrics for assessment of profiles (<b>Annexures 8C and D</b>). Candidates shortlisted by the school are then invited to participate in selection process which is in three parts. Teaching Practice, Research Viva, where duly constituted panel including external SME carry out assessment. Those who qualify these rounds appear for three interviews with the nominated members of the Selection Committee. Only on the candidate qualifying through each stage will he be offered an opportunity to engage with the University as a faculty. This is well documented for each faculty on our rolls.</p>	<p>The faculty is recruited as per the AICTE/UGC norms.</p>
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**H. Financial Viability**

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(i)	Does the University have adequate and independent funds?	Yes, the University is provided funds as required from time to time under an agreement signed by a group of industries. This arrangement of financial supports to an institution like a University does not seem to be reassuring.	<p>The University is self-financed University and the funding has been done by the promoters only. However, there is no crunch of funds as the promoters belong to BMOP which owns 40% of Hero Group. The promoters have already invested <b>Rs474 crores</b> and are committed to invest as and when required. The sponsoring body BML EduCorp Services has liquid funds of <b>Rs 63 crores</b> balance as on 31<sup>st</sup> March, 2016 as per the audited balance sheet.</p> <p><b>Annexure 11A</b>– BMOP (Munjal family)  <b>Annexure 11B</b> – Rockman Industries Ltd.  <b>Annexure 11C</b> – IDFC (Infrastructure Development Finance Company Limited)  <b>Annexure 11D</b> – Audited balance sheet BML EduCorp Services.</p>	The University has adequate fund in terms of FDs ( 41cr), saving accounts is also having adequate balance amount. The industry sponsoring bodies have also agreed to support the University with additional fund as and when required, in their board meetings.

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**J. Research Profile**

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(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 came into existence two years ago and it is in formative years of its development with deficiency in faculty positions, limited number of laboratories, and no post graduate programme other than MBA. PhD has just been introduced with two research students. In general the present stage of development of the University, the Committee did not find any convincing evidence in favour of sound advanced learning and research.	<p>For a 20 month old University, we have achieved many milestones, invested significantly, build systems and processes and established numerous partnerships to substantiate that we are absolutely committed to furthering research in our University:</p> <p><b>1. Investment in Research Infrastructure:</b> The University has already invested <b>19 crores</b> in labs and equipment.</p> <p><b>Annexure 9C</b> – List of Equipments with cost more than one lacs.</p> <p><b>2. Milestones achieved (Grants received):</b> The University has also received three grants:</p> <p>a. Department of Science and Technology (DST), Science &amp; Engineering Research Board worth over INR 20 lacs.<b>Annexure 12</b> - Approval letter from DST</p> <p>b. Department of Science and Technology (DST),</p>	The University has managed sponsored fund to the tune of two crore and there is an effort to integrate research activities to the industry requirements. The publications and IPR needs to be strengthen as presently there is no patent and not much good research publications. One reason for inadequate publication observed by Committee is absence of PG and Ph.D. programmes



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			<p>Science &amp; Engineering Research Board worth INR 15 lacs. <b>Annexure 13</b> - Approval letter from DST</p> <p>c. Royal Academic of Engineering, UK has approved a grant of worth nearly INR 50 lacs. <b>Annexure 14</b> - MoU between Royal Academy of Engineering &amp; BML Munjal University.</p> <p><b>3. Conferences and Seminars conducted by BMU</b></p> <p>a. Innovation Conference in collaboration with Imperial College London, Singapore Management University which was inaugurated by Prof. Mashelkar and included representation from six different countries and numerous CEOs from the industry.</p> <p>b. Talent Management Conference conducted with National Human Resource Development Network (NHRDN)</p> <p>c. Research Methodology Workshop with Imperial</p> <p>d. Conference on 50 years of Moore's Law</p>	
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			<p><b>Annexure 15 – Conferences and Seminars</b></p> <p><b>4. Research Credentials, Awards and Recognition</b></p> <p>In the last 20 months the following research output has been achieved:</p> <p>No. of Books published: <b>11</b> Total no. of publications published and case presented: <b>119</b></p> <ul style="list-style-type: none"><li>i. Publications in journals: 72 (including 46 in SCI, SCOPUS and other indexed journals, 19 in emerging journals)</li><li>ii. Conference proceedings and case studies: 44</li></ul> <p><b>Annexure 16 – List of Publications and Books</b></p> <p>Following recognition and awards have been received by:</p> <ul style="list-style-type: none"><li>i. Prof. OP Panwar (School of Engineering and Technology): Elected as the elected to the Fellow/Academician of Asia Pacific Academy of Materials (APAM) in the General Body meeting of APAM held in Singapore. Will receive the certificate and medal on 1<sup>st</sup> June 2016</li></ul>	
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			<ul style="list-style-type: none"><li>ii. Prof. Vinayak Kalluri (School of Engineering and Technology): Best Paper Award in Industrial</li><li>iii. Engineering and Operations Management (IEOM), 2016 conducted in March, 2016 at Kuala Lumpur, Malaysia</li><li>iv. Prof. Vishwanath SR: Jonathan Welch Case Award, North American Case Research Association, USA in 2014</li></ul> <p><b>5. Research Partnerships:</b></p> <ul style="list-style-type: none"><li>a. Imperial College London: Besides being a University partner to BML, it is helping the University to structure its research initiatives.</li><li>b. Fraunhofer Gesellschaft: The Fraunhofer is Europe's largest application-oriented research organization with 67 institutes spread throughout Germany. It is helping the University to further its research in the field of applied sciences.</li><li>c. The University has also signed MoUs with the following CSIR labs to complement and also provide access to state of art R&amp;D facility to student and faculty.</li><li>d. Central Scientific Instruments Organization (CSIO), Chandigarh</li></ul>	
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			<p>e. National Physical Laboratory (NPL), New Delhi</p> <p>f. Central Building Research Institute (CBRI)</p> <p>g. Central Electronics Engineering Research Institute (CEERI), Pilani.</p> <p><b>Annexure 17</b> - MoU signed with above Institutions and Organizations.</p>	
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**K. Miscellaneous**

Para	Requirement as per UGC Performa	Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(i)	Is the Non-teaching staff adequate, well qualified and paid as per the norms of the concerned State Government?	The University has outsourced most of the services.	The University has on its Payroll 135 number of well qualified non-teaching staff. They are adequate to manage all support functions across academic and administrative functions. All existing State Government and regulatory norms with regards to pay and statutory compliances are being adhered to. Moreover, the UGC/AICTE guideline of 1:0.98 for Faculty : Support Staff is fully complied with. Details are at <b>Annexure 18</b> . Only the following services have been outsourced: Maintenance ,Catering Services Housekeeping Services, Security Services	The University has requisite number of the supporting staff as per requirement for the existing programmes recruited as per norms. Some of the activities like security, house-keeping, general maintains, horticulture etc have been outsourced

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L. Strength and Weakness

Para		Observation of the Expert Committee	Our Submission	Compliance Verification Committee Remarks
(ii)	Weaknesses of the University	<p>1. The Act of the University provides for appointment of Vice Chancellor by the Chancellor. Still the University has remained deprived of academic and administrative leadership of the Vice Chancellor.</p> <p>2. Instead of appointing a Chief Finance and Account Officer for financial management, a temporary arrangement has been made.</p> <p>3. Instead of Controller of Examinations, the charge has been given to serving professor.</p>	<p>Vice Chancellor <b>Dr B S Satyanarayana</b> has been appointed with effect from June 1, 2016. He is PhD in Electrical Engineering from Cambridge University, UK and has worked with organizations like NPL-New Delhi, IDDC – Hartron (UNDP Project) - Ambala Cantt, University of Kurukshetra, Rodel Nitta, Japan, Industry Academic Collaboration R&amp;D Centre Kochi, University of Technology Japan, University of Manipal and US Embassy.</p> <p><b>Annexure 18A</b> - Appointment Letter, Credentials and Profile of Vice Chancellor.</p> <p>Mr. Naveen Parashar, has been appointed as Chief Finance and Accounts Officer of the University.</p> <p><b>Annexure 18B</b> - Appointment Letter, Credentials and Profile of Chief Finance and Accounts Officer</p> <p>Ms. Suneet Soni, has been appointed as Controller of Examination of the University. She has the relevant experience.</p>	<p><b>Dr B S Satyanarayana is the present Vice Chancellor of the University.</b> He has taken over the office on 1<sup>st</sup> June, 2016. He fulfills the UGC qualification.</p> <p>Mr. Naveen Parashar joined on 19<sup>th</sup> October, 2016 as Chief Finance and Accounts Officer.</p> <p>Ms. Suneet Soni joined as Controller of Examination on 15<sup>th</sup> June, 2016.</p>

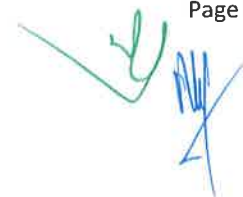
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		<p>4. There is an acute shortage of regular faculty in School of Engg and Technology</p> <p>5. There is no faculty assigned to the School of Commerce and Economics. The teaching in this school is being conducted by the faculty of School of Management.</p> <p>6. The University lacks in multi-faculty institution as presently it is mainly offering MBA and B.Tech Programmes.</p>	<p><b>Annexure 18C</b> - Appointment Letter, Credentials and Profile of Controller of Examination</p> <p>There are a total of 78 Full Time Faculty members and 22 Adjunct Faculty members in School of Engineering and Technology. As per UGC prescribed ration of 1:15, these 100 faculty are adequate to teach the sanctioned student strength of 1500 students. However, actual student strength in the School is 997 for which only 67 faculty are required. For details please refer to <b>Annexure 22</b>.</p> <p>As per UGC rules, there is requirement of 6 faculty members to teach the 90 sanctioned student strength. Actually, the school has 37 students and there are 6 Full Time faculty engaged with the School of Economics and Commerce. Please refer to <b>Annexure 23</b>.</p> <p>The Institution is already offering the following programmes in three schools:</p> <ol style="list-style-type: none"><li>1. 4 Year B.Tech programme (ME, ECE, CS, CSE, Civil)</li><li>2. 3 Year BBA programme</li><li>3. 3 Year B.Com(Hons) programme</li><li>4. 2 Year MBA programme</li><li>5. PhD programme in Business Administration</li></ol>	<p>The University is having the faculty strength as per the requirement and maintains the student-teacher ratio as per the AICTE norms.</p> <p>The University has required faculty in commerce department.</p> <p>The University is only 24 months old. As per the vision document of the university, they are in the process of developing infrastructure to start multi faculty activity in the future. However, as on date they run B.Tech programmes only in five disciplines, MBA, BBA , B.Com and Ph.D programme in Business Administration.</p>
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		<p>7. In the School of Management, there is an Associate Professor, who does not hold a PhD degree.</p> <p>8. Research activity in this University is rather weak. Research publication are generally in journals, which are not repute.</p>	<p>In addition to the above, the University has obtained approval from Govt. of Haryana for starting B.Sc. (Economics), M.Sc. (Economics), 3 Year LLB, 5 years Integrated BBA-LLB, 5 years Integrated B.Com-LLB, 5 year Integrated B.Tech-MBA and Ph.D in Engineering,  <b>Annexure 19-</b> Approval Letter from Govt. of Haryana</p> <p>The faculty has 28 years of experience across industry and academics including senior managerial positions. The companies he has served with include Coca Cola, Fosters India Ltd. and Cavin Kare. He also ran a management consulting business for four years. He has published a book on marketing strategies in 2013.  He has been engaged as a visiting faculty for eleven years with prestigious business schools. He is a graduate of St. Stephen's College, Delhi and holds an MBA from IRMA in 1988. He is also registered for EFPM with MDI Gurgaon with thesis due for submission in early 2017.</p> <p><b>Milestones achieved (Grants received):</b>  The University has also received three grants:</p> <ol style="list-style-type: none"> <li>a. Department of Science and Technology (DST), Science &amp; Engineering Research Board worth</li> </ol>	<p>The School of management is having adequate faculty strength having requisite qualification. The concerned associate professor is pursuing his Ph.D and has considerable industrial experience. Since Ph.D is a mandatory requirement to become an associate professor as per the 2010 regulations of AICTE, the committee found here a deviation which the University justified with his industrial experience.</p> <p>The committee observes a strong motivation among the faculty members to take up research activities. The University has managed some funding from funding agencies. The faculty have published some papers but they need to improve upon</p>
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			<p>over INR 20 lacs. <b>Annexure 12</b> - Approval letter from DST</p> <p>b. Department of Science and Technology (DST), Science &amp; Engineering Research Board worth INR 15 lacs.</p> <p><b>Annexure 13</b> - Approval letter from DST</p> <p>c. Royal Academic of Engineering, UK has approved a grant of worth nearly INR 50 lacs.</p> <p><b>Annexure 14</b> - MoU between Royal Academy of Engineering &amp; BML Munjal University.</p> <p><b>Research Credentials, Awards and Recognition</b></p> <p>In the last 20 months the following research output has been achieved: No. of Books published: <b>11</b> Total no. of publications published and case presented: <b>119</b></p> <p>i. Publications in journals: 72 (including 46 in SCI, SCOPUS and other indexed journals, 19 in emerging journals)</p> <p>ii. Conference proceedings and case studies: 44</p> <p><b>Annexure 16</b> – List of Publications and Books</p>	<p>quality as there are only limited publications in quality journals. However, good numbers of books have been published by the faculty members.</p>
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			<p>Following recognition and awards have been received by:</p> <ul style="list-style-type: none"><li>i. Prof. OP Panwar (School of Engineering and Technology): Elected as the elected to the Fellow/Academician of Asia Pacific Academy of Materials (APAM) in the General Body meeting of APAM held in Singapore. Will receive the certificate and medal on 1<sup>st</sup> June 2016</li><li>ii. Prof. Vinayak Kalluri (School of Engineering and Technology): Best Paper Award in Industrial</li><li>iii. Engineering and Operations Management (IEOM), 2016 conducted in March, 2016 at Kuala Lumpur, Malaysia</li><li>iv. Prof. Vishwanath SR: Jonathan Welch Case Award, North American Case Research Association, USA in 2014</li></ul> <p><b>Research Partnerships:</b></p> <ul style="list-style-type: none"><li>a. Imperial College London: Besides being a University partner to BML, it is helping the University to structure its research initiatives.</li><li>b. Fraunhofer Gesellschaft: The Fraunhofer is Europe's largest application-oriented research organization with 67 institutes</li></ul>	
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		<p>9. The University does not provide breaks between the semesters. Thus the students are deprived of gaps between the semester and the faculty is deprived of participation in professional development programmes.</p>	<p>spread throughout Germany. It is helping the University to further its research in the field of applied sciences.</p> <ul style="list-style-type: none"><li>c. The University has also signed MoUs with the following CSIR labs to complement and also provide access to state of art R&amp;D facility to student and faculty.</li><li>d. Central Scientific Instruments Organization (CSIO), Chandigarh</li><li>e. National Physical Laboratory (NPL), New Delhi</li><li>f. Central Building Research Institute (CBRI)</li><li>g. Central Electronics Engineering Research Institute (CEERI), Pilani.</li></ul> <p><b>Annexure 17</b> - MoU signed with above Institutions and Organizations.</p> <p>As per the Academic Calendar, the University has following breaks:</p> <ul style="list-style-type: none"><li>1. 1 week Diwali break</li><li>2. 1 week break in Winters after the odd Semester</li><li>3. 4-8 weeks break in Summer after the even Semester</li></ul> <p><b>Annexure 25</b> – Academic Calendar</p>	<p>The University follows its academic calendar as approved by Academic Council and subsequently by Board of Governors</p>
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		<p>10. The appointment letters issued to the faculty are very vague in the sense that probation period could be extended indefinitely. Further, there is a provision for termination of services of even a confirmed faculty with three months advance notice. It is difficult to attract and retain good faculty under such conditions of service.</p>	<p>The faculty has been continuously facilitated for professional development and have benefitted from 78 Faculty Development Programmes (FDPs). 14 such programmes were conducted in the University campus and faculty also attended 64 external programmes. <b>Annexure 8 – FDP details.</b></p> <p>We would like to reaffirm that the Probation Period is not indefinite. The Probation is of one year's duration. It can be extended upto a maximum of one year in two six month intervals. This is in the event of unsatisfactory progress, based on feedback given during the first year of Probation. The aim is to nurture and support efforts of faculty. Only in the rare event of sustained non-performance of any faculty member over the two years of extended Probation would he/she be requested to cease engagement. There has been no such case so far.</p> <p>The appointment letters have been since modified to comply with UGC guidelines and have restricted the notice period for either side to one month during probation and three months in the case of confirmed faculty. One contract in use is at <b>Annexure 24</b></p>	<p>The previously appointed faculty members have been provided with the addendum to their offer letters which clarifies it and the recently appointed faculty members have been provided with proper offer letter.</p>
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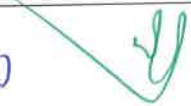
  
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		<p>12. Laboratories are inadequate in number.</p> <p>13. Wi-Fi access point are inadequate and the bandwidth is low</p>	<p>The concern of not attracting good faculty is negated by over two thousand applicants to our last advertisement. The increasingly higher quality of faculty being hired successively too reflects that no such challenge is actually being experienced. With regards to retention of faculty, there is no apparent reason for such concern so far.</p> <p>The University has 42 labs with an area of 7372 sq.m against the requirement of 2640 sq.m.</p> <p><b>Annexure 9B – Area wise Laboratory details</b></p> <p>The University has a well-designed IT infrastructure to provide reliable, high speed and seamless internet access:</p> <ol style="list-style-type: none"><li>1. Total internet bandwidth at campus for a 24 by 7 access – 255mbps. The University has applied for Reliance Broadband to enhance the capacity to 400 mbps. The University has applied for 1Gbps Broadband connection through NKN (BSNL).</li><li>2. Controller based Wi-Fi access points deployed in campus – 233 Nos.</li><li>3. All buildings and network switching locations are connected with Fiber</li></ol>	<p>The university has required laboratories as per norms in almost all departments. Some laboratories have been sponsored by industries also. Laboratories are well equipped to fulfill the requirements of existing curriculum. Even many of the laboratories has facilities beyond curriculum. Civil engineering laboratories needs further strengthening.</p> <p>The University has improved its internet bandwidth and has 255mbps recently. But they need to improve further.</p>
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		<p>14. Library LMS is not sufficient. Number of textbooks and reference books are limited.</p> <p>15. Fee generally on much higher side: For example, in order to complete MBA and B.Tech programmes students are required to pay 9.75 lakhs and 8.8 lakhs respectively.</p>	<p>optics (approximate length 20 KMS)</p> <p><b>Annexure 19A-</b> live traffic and bandwidth detail</p> <p><b>Annexure 19B</b> – PO for Reliance Broadband.</p> <ol style="list-style-type: none"><li>1. The library uses KOHA for Library Information Management and all the students and faculty can get complete information of the library resources, utilization status and book their requirements.</li><li>2. The Library is also providing access to 8 terabytes of NPTEL content on our intranet besides all the faculty teaching material under the LMS.</li></ol> <p><b>Books:</b> Available Text Books: 7008 Available Reference Books: 2882</p> <p><b>Annexure 21A</b>–List of Titles with volumes</p> <p><b>Annexure 21B</b> – List of National &amp; International Journals</p> <p>Since the University does not receive any funds from the Government, the only source of income to meet the expenditure is fees from the students. The University is incurring a loss of INR 3.75 lacs per student. The University has disbursed a scholarship amount of INR 12.62 crores</p>	<p>The University has a Moodle based LMS. They need to add more instructional materials to it.</p> <p>The University decides the fee. This is done in accordance with the Haryana Pvt. University Act 2006 and it is mandatory to inform to the Haryana Govt. prior to its implementation, and the University is abiding to it.</p>
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		<p>16. Although the NOC in respect of fire safety has been obtained, the conditions of</p>	<p>as of date to meritorious and disadvantaged students. Further, INR 32.85 crores will be disbursed to the current students over the course of the program.</p> <p><b>High investment without any external support:</b> BML Munjal University has invested 500 crores in set-up and funding of operating losses of 55 crores. It has received no external investment or government aid.</p> <p><b>High quality Infrastructure and Global Standard Labs:</b> The University has ensured that the basic infrastructure is of international standards with respect to residential facilities, services and support to student and faculty. Further, the University has benchmarked and ensured that the labs are at par with the best institutions in India and abroad, especially in lieu of its huge emphasis on hands on experiential learning. Yet to ensure opportunity to wider section of the students' community, the fee is subsidized for even the full fee paying student by over 70% of the cost per student.</p> <p><b>Annexure 5B</b> - Per student income and expenditure.</p> <p><b>Annexure 5C</b> - Balance Sheet of BML Munjal University,</p>	<p>The University has fire extinguishers installed in all strategic positions. Records are</p>
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		the NOC have not been fully complied with	<p>It is confirmed that all conditions of the NOC in respect of fire safety stand complied with. The University has appointed a fire and safety officer.</p> <p><b>Annexure 20A-</b> NOC obtained for fire safety.</p> <p><b>Annexure 20B</b> – Application for renewal of NOC obtained for fire safety.</p> <p><b>Annexure 20C</b> – Appointment letter of Fire &amp; Safety Officer</p>	being maintained.
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Observations of the Committee

- The University has been founded by the financially sound industrial house and good linkages with other industries also
- The university is a fully residential campus, established on an area of over 40 acres, and provides a conducive environment for academic learning & research, curricular, co-curricular and extra-curricular activities for holistic development of the students.
- The university is located near the NCR close to the Industrial Hub, thus facilitating exposure to students and faculty members in areas like advanced manufacturing, automobile, ICT, electronics, management, clean energy and innovation assisted new ventures.
- Industries sponsored laboratories exist.
- The passed out batch of MBA students have been placed well with reasonably good packages.
- The University has signed MoU with Imperial College, London and some other prestigious institutions.
- The University has students from 22 states of India in its various programmes.
- The average percentage of students who have been admitted in the B.Tech Programme of the University, in their qualifying examination is 89.6 percent %.
- Approximately 90 percent of the faculty members have Ph.D as their highest qualification from reputed institutions in India and Abroad.
- Good electrical back up and provision of STP
- Good medical facilities
- Auditorium, computational facilities and laboratories are good

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### Suggestions:

- Civil Engineering department needs to be further strengthened in terms of laboratories
- The University should take steps to start Post Graduate Programmes in Engineering and Sciences
- MOODLE software shall be made more effective as teaching learning tool
- Good quality research papers are limited in numbers; hence efforts are required to improve the same.
- The University needs to focus on developing more stronger digital library

### Recommendations:


The Compliance Verification Committee of UGC during its visit to BML Munjal University (Pvt. University), Gurgaon on 28 & 29 December, 2016 observed that University has complied to the deficiencies/observations of previous UGC Expert Committee's visit on 11 & 12 May, 2016 and recommends for granting approval by UGC as per its provision.

Prof. M.P.Poonia  
Chairman



29/12/16

Prof. Shyam Sundar Pattnaik  
Member



29.12.2016

Dr. Nisar Ahmad Mir  
Coordinating Officer



12/16