BAREILLY INTERNATIONAL UNIVERSITY, BAREILLY
FACULTY OF PARAMEDICAL SCIENCES

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CRITERIA-6
(6.1.1)

Rohilkhand Medical College Campus, Pilibhit by Pass Road, Bareilly. (U.P) – 243006 INDIA
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6.1.1.

Effective Leadership through Decentralization and Participative Management

Effective leadership at Bareilly International University (BIU), Bareilly is built on the strong foundations of **decentralization and participative management**. These principles are deeply embedded in the university's structure and functioning, ensuring inclusive decision-making and efficient execution of academic, administrative, and financial policies. The Faculty of Paramedical Sciences follows the same approach in all its practices,.

Institutional Framework

As per the Acts and Statutes of BIU, several apex authorities govern the university, including the Board of Management, Academic Council, Faculties, Board or Suulies, Board of Research, and Board of Ethics, These bodies are composed of members representing various stakcholdes — faculty, administrators, experts, and students — which clearly reflects the participative and decentralized governance model, Every key decision, from curriculum updates to research policies, is taken after consultation with these bodics.

Academic and Administrative Decentralization

Within the Faculty of Paramedical Sciences, academic decisions are taken by the Board of Studies, Faculty Committee, and Departmental Committees, Departments have the autonomy to propose syllabus modifications, new course introductions, and training programs based on industry and healthcare sector needs, This decentralization helps each department customize their teaching and learning strategies to remain relevant and innovative.

Departments are also encouraged to manage internal assessments, schedule seminars, organize guest lectures, and conduct student-centric activities independently. This autonomy empowers faculty and leads to quicker decision-making and improved academic delivery.

Admission and Examination Reforms

Admissions and examinations are critical areas of university functioning that follow a decentralized model, The Admission Cell frames policies with inputs from various departments. Similarly, the examination process — right from paper setting to result declaration -— is managed by the Examination Cell in coordination with the constituent faculties. The Faculty of Paramedical Sciences actively participates in this process by nominating faculty for paper setting, invigilation, and evaluation duties.

Office and Financial Administration

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Principal

Recruitments and promotions are carried out by duly constituted selection committees under the supervision of the Human Resource Department, with final approval from the Vice Chancellor . This ensures fair representation and transparency in decision-making

Financial planning and budgeting also follow a decentralized model. Each department is asked to submit its requirements and budgetary needs. These inputs are compiled and reviewed for final approval. This process ensures that funds are allocated based on ground-level needs and departmental priorities, promoting accountability and efficiency.

Case Study: Decentralization and Participative Management at BIU

BIU is a fine example of successful decentralization. Each department, including Paramedical Sciences, is given autonomy in areas like curriculum design, faculty recruitment, and internal budgeting. This allows departments to adapt to changes in healthcare education and respond to the evolving needs of students and the industry.

Participative management at BIU further strengthens the system. Faculty members. Students and non-teaching staff are encouraged to participate in decision-making through various committees, .feedback surveys, and regular meetings. This inclusive approach creates a transparent and collaborative environment that enhances institutional effectiveness.

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List of Authorities

1. **GOVERNING BOARD:** In accordance with Section 21 & 22(1) of the Act, the Board of Governors is the principal governing and policy - making Body of the University. The Governance of the University rests with the Board of Governors, determine the major policy matters and set the vision for the Universities growth and development plans. The day-today execution of the University rests with the Executive Council which is supported by the Academic Council, Research and Development Cell, and the Finance Committee.

2. **THE EXECUTIVE COUNCIL:** In accordance with Section 23(1) of the Act, the Executive Council is the principal, executive body of the University and is entrusted with all the management of all day-to-day operations and implementing the vision set out by the Executive Council members.

3. **THE ACADEMIC COUNCIL:** In accordance with Section 24(1) of the Act, the Academic Council is the principal, academic policy making body of the University. The Academic Council has control over, and responsibility for the maintenance of standards of instruction, education and examinations and the conferment of under graduate and post-graduate degrees, diplomas and other awards and titles in the University.

4. **FINANCE COMMITTEE:** In accordance with Section 25(1) of the Act, the Finance Committee is the principal, financial decision-making authority of the University and deals with all matters pertaining to its finances and property.

5. **THE PLANNING BOARD:** In accordance with Section 26(1) The Planning Board shall be the principal planning body of the University. The Board shall ensure that the infrastructure and academic support system meets the norms of the University Grants Commission and other Regulatory Bodies.

6. **ADMISSION COMMITTEE:** In consonance with the UGC norms and as per the University act. 2016(UP Act,26 of 2016) sec-27, an Admission Committee deals will all matters pertaining to Admission in the University.

7. **EXAMINATION COMMITTEE:** In view of the direction of the Hon'ble Supreme Court in SLP No. 24295 of 2006 and In consonance with the UGC norms and as per the university act,2016 (UP Act,26 of 2016) sec-27, an examination deals will all matters pertaining to Examination & Evaluation.

8. **THE BOARD OF STUDIES:** The University has established separate Board of Studies for the various Courses offered by the different Faculties. Each Board of Studies (BoS) comprises a team of internal faculty members and external academic and industry experts. The curriculum prepared by the Board of Studies is presented to the Academic Council for its approval for all courses offered by the University.

GOVERNING BOARD

The Governance of the University rests with the Board of Governors, determine the major policy matters and set the vision for the Universities growth and development plans. The day-today management of the University rests with the Executive Council which is supported by the Academic Council, Research and Development Cell, and the Finance Committee.

Board of Governors In accordance with Section 21 & 22(1) of the Act, the Board of Governors is the principal governing and policy - making Body of the University

S. No.	Name	Role	Appointed By
1	Dr Keshav Kumar Agrawal	Chairperson	Sponsoring Body
2	Dr Ashok Agarwal	Nominated Member	Sponsoring Body
3	Dr Lata Agarwal	Nominated Member	Sponsoring Body
4	Dr Kiran Agarwal	Nominated Member	Sponsoring Body
5	Dr H K Premi	Nominated Member	Sponsoring Body
6	Dr S. K. Thakur	Member Secretary	Sponsoring Body

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UNIVERSITY VISION

Bareilly International University will have a transformative impact on society through continual innovation in education, research, creativity, and entrepreneurship.

To be a leading medical institution excels in providing quality education, research environment and affordable health care services.

MISSION

To impart quality higher education and to undertake research and extension with emphasis on application and innovation that cater to the emerging sectional needs through all-round department of the students of all sections enabling them to be globally competitive and socially responsible citizens with intrinsic values

Our endeavor is to create academic and research environment by providing state of art infrastructure & facilities to impart knowledge and develop skill in its pupil and function as a center of cost effective comprehensive health care services where people are treated with dignity and respect.

Ensure holistic development of its pupil to attain success in personal and professional life and handle contemporary health problem of society effectively

FACULTY OF PARAMEDICAL SCIENCE
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The programmes being offered by the University are approved by the concerned statutory bodies like

UGC, PCI, INC, MCI CNMC), DCI, AYUSH and UPSME

The infrastructure of the University is as per he proscribed norms by various regulatory bodies. The university has well equipped classrooms with LCD projector, Wi-Fi and Internet facilities for the studies and stat It is one of the best landscaped campuses,. The University has ramp and lit faces for persons with disabilities in all the buildings

The University aims in imbibing its students to be humane in all their actions in order to promote community's welfare and obligations. The students imbibe a natural tendency to attain excellence in their respective fields and expand their horizons.

The library has a rich collection of international resources. It subscibes many National and Intemational periodicals, databases, journals and an efficacious digital library.

The University has established sports arenas for various outdoor games, ike Badminton, Football, Cricket, Volleyball, Basketball etc. The University has modem gymnasia as well as indoor games facilities

University is located in Bareilly which is famous for its many religious sites. It is also located in the heart of city which eases the University to invite eminent resource persons for Guest lecturers; Seminars, Conferences and Workshops further proliferating international students and faculty exchange.

The sports and cultural activities are organized our regular basis, The University offers various value added courses to inculcate moral values and ethics among the students. The University has a strong strength represented through its placement in technical and professional programmes.

Faculties are highly experienced in their respective areas of specialization. They provide the perfect blend of relevance, rigor and industrial outlook to teaching strategic approaches for curriculum up gradation with inputs from all the stakeholders. University strongly believes in ingraining human values, patriotism, gender quality. professional chicks, sensitization towards environmental conservation and sustainable developments among students and scholars

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VISION

Bareilly International University will have a transformative impact on society through continual innovation in education, research, creativity, and entrepreneurship. To be a leading medical institution excels in providing quality education, research environment and affordable health care services.

MISSION

- **To impart quality higher education with a focus on application and innovation.**
- **To undertake research and extension activities that address emerging societal needs.**
- **To ensure the all-round development of students from all sections of society.**
- **To nurture globally competitive and socially responsible citizens with strong intrinsic values.**
- **To create an academic and research-driven environment through state-of-the-art infrastructure and facilities.**
- **To impart knowledge and develop skills in students for personal and professional success.**
- **To function as a center for cost-effective and comprehensive healthcare services.**
- **To treat every individual with dignity and respect.**
- **To ensure the holistic development of students.**
- **To prepare students to effectively address contemporary health**

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VISION

- To be a leading institution in paramedical education.
- Developing skilled and compassionate healthcare professionals.
- Combining innovative training methods, advanced technology, and strong community service emphasis.
- Providing students with knowledge, expertise, and ethical values.
- Enabling excellence in healthcare careers.

MISSION

- Provide comprehensive and high-quality education in paramedical fields.
- Equip students with knowledge, skills, and ethical principles for healthcare careers.
- Promote innovation, Foster collaboration & Encourage teamwork.
- Emphasize concern and excellence in healthcare education.
- Prepare graduates to contribute effectively to the healthcare sector.
- Ensure they serve communities with integrity, care, and responsibility.
- Shape skilled and warm-hearted healthcare professionals.

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6.3.2 List of teachers provided with financial support to attend conferences, workshops etc. during the last five years

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BAREILLY INTERNATIONAL UNIVERSITY, BAREILLY
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6.1.2

Effective Leadership through Decentralization and Participative Management

At Bareilly International University (BIU), Bareilly, effective leadership is demonstrated through a structured framework that supports decentralization and participative management. These principles are deeply integrated into the university's governance, ensuring smooth and inclusive decision-making across all levels. The Faculty of Paramedical Sciences follows and contributes to these principles actively in its day-to-day functioning, promoting transparency, accountability, and efficiency.

Institutional Governance and Decentralization

The governance structure at BIU is outlined in its Acts and Statutes, which define several apex authorities such as.

- Board of Management
- Academic Council
- Faculties
- Board of Studies
- Board of Research
- Board of Ethics
- Board of Accounts

Each of these bodies includes representatives from various sectors, including laically, administrative officials, and external expets, thereby ensuring inclusive representation. This relleels the decentralized decision-making process, where policies and reforms are formulated after due consultation at multiple levels.

Decentralized Admission and Examination System

The Admission Cell is responsible for planning and managing the admission process, working in coordination with all departments. Similarly, the Examination Cell, along with constituent faculties, ensures that examination-related activities — such as paper setting, invigilation, evaluation, and result declaration — are conducted in a structured and decentralized manner. This allows for fair evaluation practices and efficient handling of examinations at the university level

Academic Administration

In terms of academics, decisions regarding syllabus design, curriculum revisions, and introduction of new courses are made through various committees like the Board of Studies, Committee of Courses. Board of Research, and the Academic Council. Departments with research programs also have Departmental Research Committees to guide academic and research-related activities. The Faculty of Paramedical Sciences actively participates in these processes, ensuring that the curriculum remains dynamic and aligned with industry needs.

Office and Financial Administration

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The university practices decentralized office administration through properly constiuted recruitment and promotion committees. These committees ensure representation from relevant stakeholders. Faculty appointments and promotions are carried out transparently by the Selection Committee in coordination with the HR department, with final approval from the Vice Chancellor. In financial administration, budget planning is done with input from all departments. Departments submit their financial needs which are reviewed and included in the overall university budget. This process follows an authorization matrix that allows decision-making autonomy while ensuring appropriate checks and balances

Case Study: Decentralization and Participative Management at BIU

BIU allows academic and administrative autonomy to all its faculties, including Paramedical Sciences. Departments are free to design their curricula, manage their own budgets, and oversee recruitment processes. This decentralization censures that each faculty can address its specific academic needs effectively and respond to evolving trends in healthcare education.
Furthermore, participative management is encouraged through active involvement of faculty. slafi.and students in decision-making. Comities, regular feedback mechanisms, and open discussions create a collaborative environment. This inclusiveness ensures transparency in governance and policy formation, while also building trust and a shared sense of responsibilily.

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Year	Name of teacher	Name of conference/ workshop attended for which financial support was provided
2022-23	Dr. Sathyajith Naik N.	Pedotaal, 43rd National Conference Bhopal
2022-23	Dr. Mukesh Kumar Singhal	50th Golden jublee conference, New Delhi
2022-23	Dr. Mukesh Kumar Singhal	UP State IDA Conference, Moradabad
2022-23	Dr. Preeti Bhattacharya	Indian International orthodontic symposium, Coorg
2022-23	Dr. S. Gokkulakrishnan	47th AOMSI Delhi
2022-23	Dr. Preeti Bhattacharya	57th IOS Conference, Meerut
2022-23	Dr. Pallavi Vashisth	FDP on Training The Teachers
2022-23	Dr. Gitika Kumar	Gingival Enlargement in the RRP PERIO-2022
2022-23	Chanchal Gangwar	Hands on Crown & Bridge lets make it right
2022-23	Dr. Shivani Singh	Workshop on A to Z Nasoalveolar Molding
2022-23	Dr. Juhi Jaiswal	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Pinki Bankoti	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Nitin Srivastava	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Farah Ahmed	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Nivedita Dixit	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Chetan Luniyal	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr Anuj Agarwal	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr Tanu Murya	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr Khushboo	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Mamnoon Ghafir	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr Parushi Tandon	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. S.Gokkul Krishnan	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Niranjana Prasad	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Himanshu Sharma	National Level Hybrid Workshop on Clinical Applications of Stem Cell in Dentistry
2022-23	Dr. Sowmya GV	Professional devcelopment of teac[illegible] P 2020

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2022-23	Dr. Prerna Agrawal	Hands on Lets Talk Endodontics Advancements MTA and Irrigation Protocols
2022-23	Dr. Rakesh Tiwari	Capacity Building program in Educational planning and Administration organised by NCISM
2022-23	Dr. Nitesh Babu	Computational Tools for Teaching and Learning Sanskrit organised by NCISM and Malviya Mission Teaching Training Center, University of Hyderabad
2022-23	Dr. Ravish Kumar	One week workshop on Biomedical Research
2022-23	Dr. Abnish Singh Chouhan	One Day International conference on Emerging Technology and Trends in English Language (ETTEL)
2019-20	Dr. Manvi Chandra Agarwal	ISP National Conference Banglore
2018-19	Dr. Preeti Bhattacharya	23rd IOS PG Convention, ITS, Greater Noida
2020-21	Dr. Abnish Singh Chouhan	Two Day National Creative Writing Workshop

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Bareilly International University

Date: - 03/03/2025

GENDER SENSITIZATION AND SEXUAL HARASSMENT PREVENTION CELL

Objective:
The Gender Sensitization and Sexual Harassment Prevention Cell aims to create awareness about gender equality and prevent any form of sexual harassment within the institution. The cell is committed to fostering a culture of mutual respect and inclusivity.

Roles & Responsibilities:

- Organize gender sensitization workshops and seminars.
- Educate students and staff about sexual harassment laws and preventive measures.
- Provide a safe platform for individuals to report grievances related to gender discrimination or harassment.
- Ensure strict implementation of policies related to gender equality and harassment prevention.
- Promote gender equity through academic and extracurricular activities.

Procedure for Complaint Handling:

- Affected individuals can submit a complaint either directly to the cell or through a designated online/offline mechanism.
- The committee will investigate complaints, ensuring confidentiality and impartiality.
- Based on findings, appropriate recommendations and disciplinary actions will be taken.
- The cell will also offer support services, including counseling and legal guidance.

Members of the Cell
Ms. Gulafshan Saifi (9045249751)
Mrs. Mahima Tiwari (7983757803)

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03/03/2025
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Gender Sensitization and Sexual Harassment Prevention Cell (GSSHP Cell)
Minutes of the Meeting

Date: [23/03/2025]
Time: [11:00AM]
Venue: [Conference room]

Meeting Agenda:

1. Orientation and objective overview of the GSSHP Cell
2. Planning awareness programs and sensitization workshops
3. Discussion on complaint handling procedures
4. Roles and responsibilities allocation
5. Finalization of communication channels
6. Any other matter with the permission of the chair

Members Present:

1. **Ms. Gulafshan Salfi** – Presiding Officer / Chairperson – *(Contact: 9045249751)*
2. **Ms. Mahima Tiwari** – Member – *(Contact: 7983757803)*

Minutes:

1. **Welcome Address:**
   Ms. Gulafshan Salfi opened the meeting by welcoming the members and stating the importance of gender sensitization and the prevention of sexual harassment on campus.
2. **Objective Review:**
   The objectives of the Cell were read out and unanimously agreed upon, focusing on promoting mutual respect, gender equity, and a harassment-free academic environment.
3. **Programs & Workshops:**
   It was proposed and approved to conduct gender sensitization sessions, including seminars on sexual harassment laws (POSH Act), awareness rallies, and expert talks each semester. Dates and themes will be finalized in the next meeting.
4. **Complaint Handling Mechanism:**
   - A confidential complaint drop box (offline) and a dedicated email ID will be created for grievance reporting.
   - It was emphasized that all complaints will be handled discreetly with sensitivity and impartiality.
   - A subcommittee will be formed for preliminary inquiry as per institutional and legal norms.
5. **Roles & Responsibilities:**
   - Members agreed on responsibilities regarding awareness, investigation, reporting, and support services.
   - The cell will ensure strict implementation of anti-harassment policies.
   - The team will collaborate with counselors and legal advisors for support services.
6. **Communication and Outreach:**
   - Posters, brochures, and banners promoting gender sensitivity and complaint mechanisms will be placed across the campus.
   - Awareness messages will be shared via student groups and notice boards.

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Gender Sensitization and Sexual Harassment Prevention Cell (GSSHP Cell)
Action Taken Report (ATR)

Date of Meeting: 23/03/2025
Date of Report: [29/03/2025]

Meeting Agenda Summary:

1. Orientation and objectives overview
2. Planning awareness programs and workshops
3. Complaint handling mechanism
4. Roles and responsibilities allocation
5. Communication strategy
6. Other related discussions

Action Taken Report:

Agenda Point	Action Taken	Status
Orientation and Objective Overview	Objectives of the GSSHP Cell were discussed and shared with all members. A copy was circulated.	✔ Completed
Awareness Programs & Workshops	A draft plan for upcoming semester workshops and events is under preparation. Topics shortlisted.	⏳ In Progress
Complaint Handling Mechanism	- A complaint drop box has been installed near the Admin Office. - Dedicated email ID created: **gsshp.biu@gmail.com**. - A preliminary inquiry subcommittee is under formation.	✔ Partial Completion
Roles & Responsibilities	Responsibilities have been delegated among cell members. Duties related to awareness, inquiry, and student support defined.	✔ Completed
Communication and Outreach	- Posters and awareness material have been designed. - Brochures are under printing. - Digital messages scheduled for student WhatsApp and email groups.	⏳ In Progress
Other Matters	Plan to invite legal experts and counselors in the next workshop was proposed and accepted.	✔ Approved for next phase

Remarks:

- All members are actively involved in executing the planned actions.
- The Cell will reconvene in the first week of April to finalize dates for workshops and to review the effectiveness of communication materials.
- Feedback from students on awareness will be collected post-event for quality improvement.

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Bareilly International University

Date: - 03/03/2025

ANTI-RAGGING COMMITTEE

Objective:
The Anti-Ragging Committee ensures a zero-tolerance policy against ragging and maintains a safe and respectful environment for all students.

Roles & Responsibilities:

- Monitor and prevent any incidents of ragging within the institution.
- Conduct awareness programs on the consequences of ragging.
- Investigate any complaints related to ragging and take strict action against violators.
- Ensure compliance with anti-ragging laws and guidelines.
- Provide counseling support to victims of ragging.

Procedure for Complaint Handling:

- Any student facing ragging can report the incident to the committee through a confidential mechanism.
- The committee will investigate and take strict disciplinary action.
- Regular monitoring will be done to ensure compliance with anti-ragging policies.

Committee Members:

ANTI-RAGGING COMMITTEE

S.No.	Name	Designation & Department	Telephone & Mobile No.	Email ID
1	Dr. Prashant Gupta	Principal	8445508214	prashantgniies@gmail.com
2	Mrs. Sakshi Bhatnagar	Assistant Professor	8449388447	bhatnagarsakshi24@gmail.com
3	Mrs. Tabassum Fatma	Assistant Professor	7417384236	tabassumfatma298@gmail.com
4	Mr. Prateek	Assistant Professor	8791699181	prteek2015in@gmail.com
5	Mr. Vishal Kumar	Assistant Professor	8859176497	vishalgangwar40@gmail.com

ANTI-RAGGING SQUAD

S.No.	Name	Position	Telephone & Mobile No.	Email ID
1	Mr. Ankit Kumar	Member	8923197081	ankkmr111@gmail.com
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ASHANT
03/03/2025

Principal

PRINCIPAL
FACULTY OF PARAMEDICAL SCIENCE
BAREILLY

FACULTY OF PARAMEDICAL SCIENCES

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Date: - 03/03/2025

ANTI-DISCRIMINATION CELL

Objective:
The Anti-Discrimination Cell promotes inclusivity and ensures that no student or faculty member faces discrimination based on gender, caste, religion, or disability.

Roles & Responsibilities:

- Address complaints related to discrimination.
- Conduct awareness programs promoting equality and inclusivity.
- Ensure the implementation of non-discriminatory policies.
- Promote cultural and social harmony among students and faculty.

Implementation Plan:

- Establish a grievance redressal mechanism for discrimination-related complaints.
- Organize events and discussions promoting diversity and inclusivity.
- Provide counseling support for individuals facing discrimination.

Cell Members:

Dr. Prashant Gupta	: Chairperson
Mrs. Sumbul Khan	: Member
Mrs. Akanksha Awasthi	: Member
Mr. Vishal Gangwar	: Member
Ms. Urusia Parveen	: Member
Mrs. Pooja Katiyar	: Member

PRASHANT
PRASHANT
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Principal

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