

***B. K. Birla College of Arts, Science & Commerce (Autonomous),
Kalyan***

Conducted by Kalyan Citizens' Education Society

Affiliated to University of Mumbai

Reaccredited by NAAC (3rd Cycle) with 'A' Grade (CGPA – 3.58) (2014-2023)

ISO 9001: 2015 Certified

बी.के.बिर्ला महाविद्यालय

ARTS FACULTY
&
NIGHT COLLEGE
OFFICE

ROLL OF HONOUR	ROLL OF HONOUR	ROLL OF HONOUR	ROLL OF HONOUR
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HANDBOOK 2022-2023

B. K. Birla College of Arts, Science & Commerce (Autonomous), Kalyan

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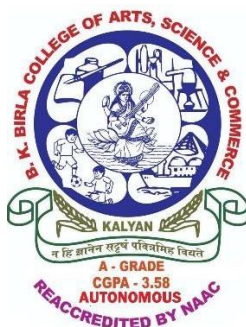
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(CGPA – 3.58)

Kalyan – 421301

Maharashtra



HANDBOOK

2022 – 2023

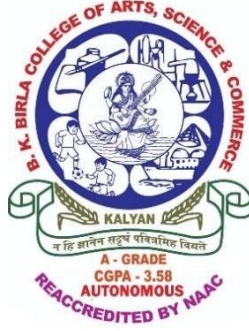
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QUALITY POLICY

B. K. Birla College of Arts, Science & Commerce (Autonomous), is a premier institute of higher education located at Kalyan, Dist. Thane, Maharashtra, India. The College aspires to be a nodal centre catering to the diverse needs of the student fraternity by providing state-of-the-art facilities and stimulating teaching-learning environment to groom them into excellent human resources.

We are committed to continually improve our Quality Management System and develop students as intellectually alive and socially responsible citizens, so as to enable them to meet the future developments and challenges.

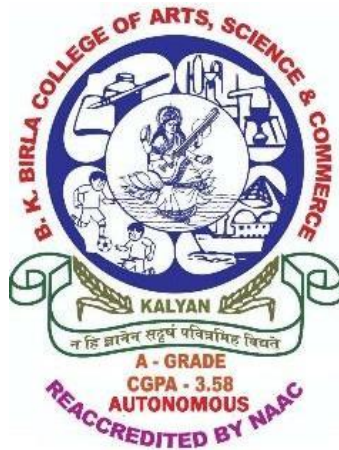
The College shall regularly endeavour to set and review objectives in line with the organizational strategic direction and risk assessment. The College ensures compliance with all applicable requirements.

The Quality Policy shall be communicated to all persons working for or on behalf of the organization and is available to the relevant interested parties on request.

10th June, 2019
(Revision - 3)

Principal

B. K. Birla College (Autonomous), Kalyan



Coat-of-Arms

The College Coat-of-Arms bears the image of the Hindu Goddess Saraswati who embodies knowledge, wisdom, and learning; seated in the center of a lotus flower which symbolizes ‘Ultimate Wisdom’. The four petals of this lotus flower represent areas of well-rounded learning which are Humanities, Sciences, Commerce, and Sports.

The two wheat stalks represent the idea of progress and constant improvement. Pursuing education opens the door of opportunities for an individual to keep prospering in one’s personal and professional lives.

B. K. Birla College, with Goddess Sarawati at its center, seeks to blossom into a premier institute that makes significant strides in fostering lifelong learning, to produce intellectually sound and responsible citizens, and to achieve excellence in holistic education.



Motto

न हि ज्ञानेन सदृशं पवित्रमिह विद्यते

Na Hi Jñānena Sadṛiṣhaṁ Pavitramiha Vidyate

- Bhagvad Gita, Chapter 4, Shlok 38

The College motto '*Na Hi Jñānena Sadṛiṣhaṁ Pavitramiha Vidyate*' is from Shlok 38, Chapter 04 of the Bhagvad Gita.

The verse translates to 'In this world, there is nothing as purifying as divine knowledge'.

VISION

We aspire to be a premier institute of higher education and an inspiring nodal center catering to the diverse needs of the student-fraternity by providing state-of-the-art facilities and stimulating teaching-learning environment to groom them into excellent human resources.

MISSION

To enable students as intellectually alive, socially responsible citizens, ever ready for continuous personal and professional growth.

GOALS AND OBJECTIVES

- ❖ To unlock the multiple facets of the students and to facilitate realization of students' potential for excellence.
- ❖ To provide them access to a comprehensive array of careers.
- ❖ To promote research culture in order to channelize the spirit of enquiry.
- ❖ To motivate the students for continuous personal and professional growth.
- ❖ To instill moral values to mould them into excellent human resource.
- ❖ To provide homely environment in the institution.
- ❖ To develop students into socially responsible citizens.
- ❖ To attain still greater heights of glory and excellence.

PROFILE OF THE COLLEGE

B. K. Birla College of Arts, Science and Commerce (Autonomous), Kalyan a multi-faculty premier institution of higher education, with an enrolment of 13,500+ students (9,100 students in UG, PG, and Research Programmes and 4,400 in Junior College) is affiliated to the University of Mumbai (UoM). The College was established in 1972, by Kalyan Citizens' Education Society with the blessings of Pujya Shri B. K. Birla ji and Pujya Smt. Sarala ji Birla.

The College is spread over 20 acres of land (including B. K. Birla Public School) in the prime location of Kalyan city. The college has 72 classrooms with ICT facility, with 50% being smart classrooms and one 3D studio. The College has taken several initiatives towards green campus including the facility of ETP, STP and Rainwater Harvesting. The College has a well-equipped Central Library (Green Library) with IT infrastructure. The Chairman and Faculty members have sponsored 25 new cycles to the needy students as a green initiative during the current year.

The New Building (55,000 sq. ft.) has been added to provide new Science Labs and Classrooms.

The College offers 32 UG, 33 PG courses and 09 Ph.D. programs. The College also conducts PG Diploma in Bio-nanotechnology, PG Diploma in Global Education and A-DMLT Courses.

The College has recently introduced new age study programmes B. Voc. in Cyber Security and Forensics, M.Sc. (Data Science and Big Data Analytics), M.Sc. (Finance), M.Sc. (Artificial Intelligence), M.Sc. (Food Science and Nutraceuticals) and B.M.S. in Retail Management in association with Maruti Suzuki Pvt. Ltd. from the Academic Year 2022-2023.

The UGC has sanctioned a Community College for Diploma in Accounting and Taxation in 2015-2016.

The College has been reaccredited (3rd Cycle) by NAAC and awarded 'A' Grade (CGPA- 3.58) in 2014. The College was granted '*College of Excellence*' status by UGC (2015-2020) and ISO 9001:2015 certified. The College has been granted '*Autonomous Status*' by UGC and UoM from 2018-2019.

Department of Environmental Sciences' Laboratory has been granted accreditation by National Accreditation Board for Testing and Calibration Laboratories (NABL) in August 2022 for wastewater analysis.

The Departments of Botany, Chemistry, Microbiology, Physics and Zoology have been awarded 'Star Status' (2017-2020) and the depts. of Mathematics, Information Technology and Computer Science have been selected under Star College Scheme by Department of Biotechnology (DBT) (2017-2020), Govt. of India, New Delhi.

The *Rashtriya Uchchatar Shiksha Abhiyan* (RUSA) has sanctioned financial support of Rs. 5 crores to our college for 'Enhancing Quality and Excellence' under Component-8.

The College has been approved as a Potential 'Mentor Institution', by UGC under *PARAMARSH* scheme (2019-2020).

The College has established MPower Counselling Cell instituted by our patron Respected Dr. Neerja ji Birla, Founder and Chairperson of MPower and ABET to provide holistic mental health care solutions.

On the occasion of Celebration of Golden Jubilee Year of our College and Birth Centenary Year of our Founder Pujya Shri B. K. Birla ji, the Postal Stamp was released with the College logo and photo of Pujya Shri B. K. Birla ji by the Department of Posts, Government of India at the gracious hands of Shri Bhagat Singh ji Koshyari, Hon'ble Governor of Maharashtra and Chancellor of Universities in Maharashtra State and Padma Bhushan Smt. Rajashree ji Birla, our Chief Patron, Chairperson, Aditya Birla Centre for Community Initiatives and Rural Development (Digitally) on Thursday, 14 October, 2021 at Raj Bhavan, Mumbai.

The College in the pursuit of excellence has attained numerous awards and accolades. The College has been consistently ranked among the best colleges of India in different education surveys nationwide. Recently, the College has been Ranked No. 2 in India, 1st in Maharashtra and 1st in Mumbai in the category of 'Extraordinary Contribution to Local Community' by Education World Grand Jury India Higher Education Rankings (2023-2024); Ranked No. 1 as 'Promising Future Ready - Institution' by Education World, India Higher Education Rankings 2021-22, Ranked 1st in Country as 'New Age Study Leader Programme Leader' by Education World (2022-2023) and Ranked 2nd in 'Student Diversity' by Education World (2020-2021) .

B. K. Birla College has a vibrant work culture with holistic approach to education. The teaching - learning process is supported by the use of ICT, interactive exercises, projects, assignments, etc. in addition to chalk and talk method. It has taken special efforts towards developing IT enabled campus and Digital Footprints and also introduced several new age programs to cope

up with the market trends. The academic results have always been higher than the University results.

Research is an integral part of teaching. 25 faculty members are Ph.D. Guides. Many faculty members have worked on Major and Minor Research Projects and have published many research papers and authored books. 45 Patents (29 Granted and 16 Published) have been contributed by the Faculty Members.

The college has established Career Guidance, Placement Cell, Entrepreneurship Cell, and Skill Hub to provide help, support and guide students. Hon'ble Prime Minister Shri Narendra Modi ji inaugurated B. K. Birla College - Entrepreneurship Cell and Skill Hub (RUSA) on 03.02.2019 digitally.

The performance of students is excellent in extra-curricular activities including NCC, NSS, Sports, etc. The College NCC Units have bagged the Vice Chancellor's banner for 12 times out of 20 for being best NCC Unit of UoM. Our cadets participate in *Republic Day Camp, Thal Sainik Camp and All India Nau Sainik Camp* regularly.

The management provides financial support to the students for participating at International and National Level. The College provides Tuition fee concession to needy students in addition to scholarships / freships by Government.

Several students have qualified for the UPSC / MPSC, IIT- JAM, NET and SET examinations and have received INSPIRE fellowship.

The college has signed MoU with University of West Georgia and few other national and international institutes for faculty and student exchange and to promote research. We have signed MoU with Century Rayon, Shahad, Century Enka Ltd., Pune and Rajashree Polyfil Ltd., Bharuch, for strengthening academics and research.

We stand committed for the cause of higher education.

THE COLLEGE SINCE 1972

Infrastructure

- 20 acres of land (including B. K. Birla Public School).
- 72 classrooms with ICT facility, with 35 being smart classrooms and 08 classrooms with Digital podium.
- 53 Laboratories (including 07 Computer Labs, 01 IoT Lab, 01 Robotics Lab, 01 e-Yantra Lab, 01 3D Lab, 01 Animation Lab, 01 Media Lab).
- 527 Computers for academic purposes
- Centralized instrumentation facility.
- Wi-Fi enabled campus.
- Fully automated Central Library (Knowledge Resource Centre) with assistive technology.
- Playground of 7,264 sq. m.
- Fully equipped Gymnasium
- MPower Counselling Cell
- Career Guidance and Placement Cell
- Entrepreneurship Cell and Skill Hub
- Commerce Resource Centre
- 02 Well-equipped Seminar Hall and 01 Conference Room
- Open air Central Lawn
- Security personnel including female security guards
- 338 CCTV cameras at various vantage points
- Fire Alarm System and 88 Fire Extinguishers

- Automated tripod Turnstiles with Visitor Management System
- RFID and Biometric System
- UV Water Filtration Plant
- 04 Common rooms for Girls and 02 for Boys
- 01 Medical Room
- Sanitary Pad Vending and Disposal Machines in all ladies' washrooms
- Effluent Treatment Plant
- Sewage Treatment Plant
- Biogas Plant
- Vermicomposting and Rainwater Harvesting Plant
- Solar Panels and Generators
- Rifle Simulator and Rowing
- Canteen
- Classified Parking Slots for faculty, students, and visitors

THE COLLEGE SINCE 1972

Programmes of Study

Sr. No.	Programme Name	Commencement Year
Arts		
1	B. A. English	1972-1973
2	B. A. Marathi	1972-1973
3	B. A. Hindi	1972-1973
4	B. A. Economics	1972-1973
5	B. A. Political Science	1972-1973
6	B. A. Philosophy	1972-1973
7	B. A. History	1972-1973
8	B. A. Geography	1972-1973
9	M. A. Marathi	1999-2000
10	M. A. Hindi	1999-2000
11	M. A. History	2009-2010
12	M. A. Political Science	2009-2010
13	M. A. Business Economics	2014-2015
14	M. A. Geography	2022-2023
15	Ph. D. History	2010-2011
16	Ph. D. Hindi	2015-2016
17	Ph. D. Economics	2015-2016
Science		
1	B. Sc. Botany	1972-1973
2	B. Sc. Physics	1972-1973
3	B. Sc. Chemistry	1972-1973
4	B. Sc. Microbiology	1972-1973
5	B. Sc. Zoology	1972-1973
6	B. Sc. Mathematics	1972-1973
7	M. Sc. Physics	1990-1991
8	M. Sc. Chemistry	1990-1991
9	M. Sc. Botany	1990-1991
10	M. Sc. Microbiology	1990-1991
11	M. Sc. Zoology	1990-1991
12	Ph. D. Botany	1994-1995
13	Ph. D. Chemistry	2003-2004
14	Ph. D. Zoology	2016-2017
15	Ph.D. Physics	2015-2016
16	Ph.D. Microbiology	2022-2023
Commerce		
1	B. Com.	1972-1973
2	M. Com. (Advanced Accountancy)	2004-2005
3	Diploma in Accounting & Taxation	2015-2016
4	M. Com. (Banking & Finance)	2019-2020
Unaided		
1	Bachelor of Management Studies (B.M.S.)	1999-2000

2	B. Sc. (Computer Science)	1999-2000
3	B. Sc. (Information Technology)	2001-2002
4	B. Sc. (Biotechnology)	2002-2003
5	B. Com. (Accounting & Finance)	2003-2004
6	B. Com. (Banking & Insurance)	2003-2004
7	B. A. (Multimedia & Mass Communication)	2007-2008
8	B. Com. (Financial Management)	2014-2015
9	B. M. S. (Retail Management)	2022-2023
10	M. Com. E-Commerce	2005-2006
11	M. Com. (Accounting & Finance)	2020-2021
12	M. Com. Business Management	2021-2022
13	M. Sc. (Computer Science)	2021-2022
14	M. Sc. Biotechnology	2003-2004
15	M. Sc. Environmental Science	2003-2004
16	M. Sc. (Information Technology)	2002-2003
17	M Sc. Bioanalytical Science	2007-2008
18	M. Sc. Data Science & Big Data Analytics	2019-2020
19	M. Sc. Finance	2019-2020
20	M. Sc. Artificial Intelligence	2020-2021
21	M.Sc. Chemistry (Analytical Chemistry)	2021-2022
22	M. Sc. (Industrial Biotechnology)	2021-2022
23	M. Sc. Mathematics (Applied Mathematics)	2021-2022
24	M.Sc. Microbiology (Industrial Microbiology)	2021-2022
25	M.Sc. Physics (Material Science)	2021-2022
26	M.Sc. Zoology (Cell Biology and Cytogenetics)	2021-2022
27	M. Sc. Information Technology (Cloud Computing)	2004-2005
28	M. Sc. Food Science & Nutraceuticals	2022-2023
29	Five Year Integrated Course in Biotechnology	2022-2023
30	Ph. D. Biotechnology	2018-2019
Vocational Programmes		
1	B. Voc. in Business Management & Entrepreneurial Development	2021-2022
2	B. Voc. in Medical Laboratory Technology	2021-2022
3	B. Voc. in Cyber Security & Forensics	2021-2022
4	B. Voc. in Financial Market & Trading Operations	2021-2022
Programmes with NEST Academy		
1	B.M.S. Hons. in Event Management & PR	2021-2022
2	B.M.S. Hons. in Sports Management	2021-2022
3	B.Sc. Hons. in Integrative Nutrition & Dietetics	2021-2022
4	B.Sc. Hons. in Interior Design	2021-2022
5	M.Sc. in Event Management & PR	2021-2022
6	M.Sc. in Sports Management	2021-2022

MILESTONES

B. K. Birla College (Autonomous), having educated generations of students ever since its inception, has brought many laurels and accolades for its academic excellence.

1972 : B. K. Birla College begins its journey in June 1972

2002 : Accredited by NAAC with 5 Star Status

2008 : Reaccredited (2nd Cycle) with 'A' Grade (CGPA – 3.37)

2009 : Awarded the 'Best College Award' (in the Urban Category) by the University of Mumbai

2010 : Granted 'College with Potential for Excellence' (CPE status by UGC

2011 : Awarded the 'IMC – RBNQ Performance Excellence Trophy – 2011' in Education

2014 : Reaccredited (3rd Cycle) with 'A' Grade (CGPA – 3.58)

2015 : Granted 'College of Excellence' Status (2015-2020)

2017 : Departments of Botany, Chemistry, Microbiology, Physics and Zoology have been awarded 'Star Status', by the Department of Biotechnology (DBT), Govt. of India

2018 : The College has been granted 'Autonomous Status' by University Grants Commission and University of Mumbai

2019 : Hon'ble Prime Minister Shri Narendra Modi ji digitally inaugurated B. K. Birla College – Entrepreneurship Cell and Skill Hub under RUSA

2019 : B. K. Birla College Identified as 'Potential Mentor Institution' to help NAAC aspiring institutions under the Scheme 'PARAMARSH'

2021 : B. K. Birla College celebrates its glorious 50 years along with the Birth Centenary year of Pujya Shri B. K. Birla ji

2022 : Environmental Sciences' Laboratory was assessed and accredited with Testing & Calibration Laboratory by National Accreditation Board

GOVERNING BODY

Management:

1. Shri O.R. Chitlange - President & Chairman, B. K. Birla College Governing Council, Kalyan
2. Shri Subodh Dave - Vice Chairman, B. K. Birla College Governing Council, Kalyan
3. Shri Yogesh Shah – Secretary, B. K. Birla College Governing Council, Kalyan
4. Shri Apurva Gupta – Member, B. K. Birla College Governing Council, Kalyan
5. Dr. Naresh Chandra – Director (Education), B. K. Birla College, Kalyan

Teachers of the College:

1. Prof. (Dr.) Madhavi Thakurdesai – Head, Department of Physics
2. Prof. (Dr.) Meeta Bhot - Head, Department of Botany

Management Nominee:

1. Prin. (Dr.) Ashok Pradhan - Former Vice Chancellor, YCMOU Nashik.

UGC Nominee:

1. Prof. Makarand Paranjape, Director, Indian Institute of Advanced Study, Shimla

State Government Nominee:

1. Dr. Sanjay Jagtap - Joint Director, Higher Education, Konkan Region, Panvel.

University Nominee:

1. Dr. Ancy Jose - Director, MKES Group of Institution, Malad, Mumbai.

Principal:

1. Dr. Avinash G. Patil – Principal, B. K. Birla College (Autonomous), Kalyan.

Permanent Invitees:

1. Shri. M. Zojwala – Member, B.K. Birla Governing Council, Kalyan
2. Shri B. P. Karwa - Asst. Vice President (Info. Tech), Century Rayon.
3. Dr. Vijay Joshi - Chief Consultant, RUSA, Maharashtra.
4. Prof. (Dr.) Swapna Samel - Sr. Vice Principal, B. K. Birla College (Autonomous), Kalyan

GOVERNING COUNCIL

1. Shri. O.R. Chitlange : President & Chairman
2. Shri. Subodh Dave : Vice Chairman
3. Shri. Yogesh R. Shah : Hon. Secretary
4. Mrs. Shilpa V. Shah : Treasurer
5. Shri. M. Zojwala : Member
6. Shri. Apurva Gupta : Member
7. Shri. Shailendra Pandey : Member
8. Shri. Pramod Hindurao : Member
9. Shri. B. P. Karwa : Member
10. Shri. A. K. Jhavar : Member
11. Dr. A. P. Pradhan : Member
12. Shri. Kapil Pathare : Member
13. Dr. Naresh Chandra : Member
14. Mr. Vinit Thakur : Member
15. Mr. Milind Bhandarkar : Member
16. Dr. Avinash Patil : Member (Ex-Officio)
17. Dr. Swapna Samel : Special Invitee
18. Mrs. Ranjana Jangra : Special Invitee
19. Mrs. Arpita Maheshwari : Special Invitee
20. Dr. Harish Dubey : Special Invitee

ACADEMIC COUNCIL

The Principal (Chairman)	Dr. Avinash G. Patil	
All the Heads of Departments in the College	1	Prof. Swapna Samel, Dept. of History
	2	Prof. M. K. Dhaliwal, Dept. of Microbiology
	3	Prof. Madhavi Thakurdesai, Dept. of Physics
	4	Prof. Meeta Bhot, Dept. of Botany
	5	Dr. B. S. Wadekar, Dept. of Commerce
	6	Dr. Vinod Narayane, Dept. of Zoology
	7	Dr. Grishma Khobragade, Dept. of English
	8	Dr. Pratibha Gadhe, Dept. of Geography
	9	Dr. Vilas Khairnar, Dept. of Chemistry
	10	Prof. Balkavi Suranje, Dept. of Hindi
	11	Dr. Sitaram Mhaske, Dept. of Marathi
	12	Mrs. Priti Sawale - I/c, Dept. of Political Science
	13	Mr. Rakesh Bhoir, Dept. of Economics
	14	Dr. M. L. Yadav, Dept. of Business Economics
	15	Mr. Prakash Sansare, Dept. of Mathematics
	16	Dr. Viplov Dhone, Dept. of Philosophy
Four Teachers of the College representing different categories of teaching staff by rotation on the basis of seniority of service in the College	<ol style="list-style-type: none"> 1. Mr. Kamod Dongare, Dept. of Chemistry (SC) 2. Dr. Vilas Khairnar, Dept. of Chemistry (ST) 3. Vacant (Open) 4. Vacant (Open) 	
Not less than four experts / academicians from outside the College representing such areas as Industry, Commerce, Law, Education, Medicine, Engineering, Sciences, etc., to be nominated by the Governing Body	<ol style="list-style-type: none"> 1. Mr. Kapil Pathare, Director, VIP Clothing Ltd. 2. Dr. Vijay Joshi, Former Principal, K. J. Somaiya College, Mumbai 3. Ms. Shilpa Shah, Sr. GM (Finance), Century Rayon, Shahad. 4. Mr. Himanshu Agrawal, Sr. GM (Project, Devp. & Purchase), Century Rayon, Shahad. 	
Three nominees of the University not less than Professors.	<ol style="list-style-type: none"> 1. Dr. Namita Nimbalkar, Dept. of Philosophy, University of Mumbai, Mumbai 2. Dr. Kinnary Thakkar, Dept. of Commerce, University of Mumbai, Mumbai 3. Dr. Himanshu Dawda, R. J. College, Mumbai 	
A faculty member nominated by the Principal (Member Secretary)	Prof. Swapna Samel, Sr. Vice Principal (Arts)	

OFFICE OF CONTROLLER OF EXAMINATIONS

In accordance with the guidelines of the UGC to autonomous colleges, B. K. Birla College has constituted an Examination Cell headed by Controller of Examinations. The CE shall be responsible for the conduct of all end-semester examinations of the college. One Deputy Controller of Examination has also been appointed in the examination cell. The other functionaries of the examination cell consist of head accountant, clerks, computer programmer, data entry operators and office attendants. The examination cell is functioning in the main building with all necessary office infrastructures.

Controller of Examinations : Dr. Bipinchandra Wadekar
Deputy Controller : Dr. Anuradha Hastak

The Scheme of Examination shall be divided into two components: Internal assessment and External assessment (semester end examination) for each course of the program.

For each course, there is a passing minimum for internal Assessment as 40% (16 out of 40 marks), for External / Semester End Examination 40% (24 out of 60 marks) and overall 40% (40 out of 100 marks).

The marks will be given for all examinations and they will be converted into grade points. The semester-end, final grade card will have only credits, grades, grade points, SGPA and CGPA.

For the external examination of the F.Y / S.Y. courses there will be a Single Evaluation with Moderation. All courses will have External Moderation and it will be done on the following basis: 10% of the paper in each course on a random basis.

At the Third Year, there will be a Double-Blind Evaluation through an external examiner and the teacher of the course an average of the two scores will be awarded. If 30% or more of the double blind evaluated papers assessed by a particular examiner of a course have a change of more than 15% of total marks assigned to the paper, a third blind evaluation will be required. The average of the internal and final evaluated marks will be the ultimate score awarded.

PERFORMANCE GRADING

The performance grading of the learners shall be on the TEN point ranking system as under:

% of marks obtained	Grade point	Grade	Performance
80 and above	10	O	Outstanding
70 - 79.99	9	A+	Excellent
60 - 69.99	8	A	Very Good
55 - 59.99	7	B+	Good
50 - 54.99	6	B	Above Average
45 – 49.99	5	C	Average
40 – 44.99	4	D	Pass
Less than 40	0	F	Fail

The performance grading shall be based on the aggregate performance of Internal Assessment and Semester End Examination.

DIRECTORY OF FACULTY MEMBERS

Director Dr. Naresh Chandra <i>M.Sc., M.Phil., Ph.D., F.B.S</i> Email : director@bkbirlacollegekalyan.com Contact : 9820888494	Principal Dr. Avinash Patil <i>M.Sc., Ph.D.</i> Email : principal@bkbirlacollegekalyan.com Contact : 8080104048
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~ FACULTY OF ARTS ~

DEPARTMENT OF ECONOMICS

1. **Dr. Mahadeo Yadav** M.A., M. Phil., Ph. D. *Associate Professor*
2. **Mr. Rakesh Bhoir** M.A., SET *Assistant Professor*
3. **Ms. Sonali Rajput** M.A., Dip. in EXIM Mgt., B. Ed, SET *Assistant Professor*
4. **Ms. Mitali Sawant** M.Com., M.A, MBA, SET, NET *Assistant Professor*

DEPARTMENT OF ENGLISH

1. **Dr. Grishma Khobragade** M.A., M. Phil., Ph.D. *Associate Professor*
2. **Mr. Samajdar Valavake** M.A., NET, SET *Assistant Professor*

DEPARTMENT OF GEOGRAPHY

1. **Dr. Pratibha Gadhe** M.A., M. Phil, Ph.D. *Assistant Professor*
2. **Mrs. Sheetal Thakur** M.Sc., NET *Assistant Professor*

DEPARTMENT OF HINDI

1. **Dr. Balkavi Suranje** M.A., SET., Ph.D. *Professor*
2. **Dr. Shyamsunder Pandey** M.A., Ph.D. *Associate Professor*

DEPARTMENT OF HISTORY

1. **Dr. Swapna Samel** M.A., Ph.D. *Professor*
2. **Dr. Suvarna Jadhav** M.A., SET, Ph.D. *Associate Professor*

DEPARTMENT OF MARATHI

1. **Dr. Sitaram Mhaske** M.A., NET, Ph.D. *Associate Professor*

DEPARTMENT OF PHILOSOPHY

1. **Dr. Viplov S Dhone** M.A., NET, Ph. D. *Assistant Professor*

DEPARTMENT OF POLITICAL SCIENCE

1. **Dr. Bhimrao Kharat** M.A., M. Phil. *Assistant Professor*
2. **Mrs. Priti Sawale** M.A., NET, LLB *Assistant Professor*
3. **Dr. Megha Devle** M.A., SET, NET, Ph.D. *Assistant Professor*

DEPARTMENT OF MULTIMEDIA AND MASS COMMUNICATION

1. **Mrs. Sayali Sonawane** MACJ, SET *Assistant Professor*
2. **Dr. Ankita Malpani** MAPMJ, Ph.D. *Assistant Professor*

~ FACULTY OF SCIENCE~

DEPARTMENT OF BIOANALYTICAL SCIENCE

1. **Dr. Sonali Patil** M.Sc., Ph.D. *Assistant Professor*
2. **Ms. Shruti Shah** M.Sc. *Assistant Professor*

DEPARTMENT OF BIOTECHNOLOGY

1. **Dr. Annika Gupta** M. Sc., Ph.D. *Assistant Professor*
2. **Dr. Shivani Kakkar** M.Sc. Biotech, NET, Ph.D. *Assistant Professor*
3. **Dr. Pooja Gupta** M.Sc., Ph.D. *Assistant Professor*
4. **Dr. Minal Trivedi** M.Sc., Ph.D. *Assistant Professor*
5. **Dr. Mugdha Pathak** M.Sc., Ph.D. *Assistant Professor*
6. **Dr. Sweta Das** M.Sc., Ph.D. *Assistant Professor*
7. **Dr. Sneha Dhokale** M.Tech., Ph.D. *Assistant Professor*

DEPARTMENT OF BOTANY

1. **Dr. Meeta Bhot** M.Sc., Ph.D. *Professor*
2. **Dr. Saheli Pradhan** M.Sc., Ph.D., *Assistant Professor*
3. **Dr. Manasi Sawant** M.Sc., Ph.D. *Assistant Professor*

DEPARTMENT OF CHEMISTRY

1. **Mr. Kamod Dongare** M.Sc. *Associate Professor*
2. **Dr. Sandesh Jaybhaye** M.Sc., Ph.D. *Associate Professor*

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| 3. Dr. Seema Manchanda M.Sc., SET, Ph.D. | <i>Professor</i> |
| 4. Dr. Vilas Khairnar M.Sc., Ph.D., B.Ed., SET | <i>Professor</i> |
| 5. Dr. Archana Singh M.Sc., MBA, Ph.D. | <i>Associate Professor</i> |
| 6. Dr. Pranjali Maskar M.Sc., Ph.D. | <i>Associate Professor</i> |
| 7. Mr. Balasaheb Pathare M.Sc., NET, GATE | <i>Assistant Professor</i> |
| 8. Mr. Nagesh Pawar M.Sc., NET (JRF), GATE | <i>Assistant Professor</i> |
| 9. Ms. Ashwini Gaikwad M.Sc., SET | <i>Assistant Professor</i> |

DEPARTMENT OF COMPUTER SCIENCE

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| 1. Mr. Vinod Rajput M.Sc. | <i>Assistant Professor</i> |
| 2. Ms. Ashwini Kulkarni B.E., MCA | <i>Assistant Professor</i> |
| 3. Ms. Diana Fernandes M. Sc. | <i>Assistant Professor</i> |
| 4. Ms. Kajal Jaisinghani M.Sc. | <i>Assistant Professor</i> |
| 5. Mrs. Attiuttama Mishra MCA | <i>Assistant Professor</i> |
| 6. Mrs. Pritam Kamble M.E., NET | <i>Assistant Professor</i> |
| 7. Mrs. Drishti Gangaramani MCA | <i>Assistant Professor</i> |

DEPARTMENT OF INFORMATION TECHNOLOGY

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| 1. Mrs. Esmita Gupta MCA, M.E. | <i>Assistant Professor</i> |
| 2. Mr. Akash Kamble M. Sc. | <i>Assistant Professor</i> |
| 3. Mrs. Swapna Nikale M.Sc., NET, ADCHM, PGDHE | <i>Assistant Professor</i> |
| 4. Mrs. Vandana Maurya M.E., NET | <i>Assistant Professor</i> |
| 5. Ms. Anjali Bunker M. Sc. | <i>Assistant Professor</i> |
| 6. Ms. Harsha Khemani M. Sc. | <i>Assistant Professor</i> |

DEPARTMENT OF MATHEMATICS

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| 1. Mr. Prakash Sansare M.Sc., NET | <i>Assistant Professor</i> |
| 2. Mr. Gajanan Dhumal M.Sc., NET | <i>Assistant Professor</i> |
| 3. Mr. Krishna Ghode M.Sc., SET, NET | <i>Assistant Professor</i> |

DEPARTMENT OF MICROBIOLOGY

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| 1. Dr. Maninder Dhaliwal M.Sc., NET., Ph.D. | <i>Professor</i> |
| 2. Mr. Raghunath Patil M.Sc., NET | <i>Assistant Professor</i> |

3. **Dr. Narayan Totewad** M.Sc., Ph.D. *Assistant Professor*
4. **Dr. Shubhangi Rajguru** M.Sc., NET., Ph.D. *Assistant Professor*

DEPARTMENT OF PHYSICS

1. **Dr. Madhavi Thakurdesai** M.Sc., Ph.D. *Professor*
2. **Dr. Mahendra Khandpekar** Ph.D., D.Sc. *Professor*
3. **Dr. Vijay Jadhav** M.Sc., NET, SET, GATE, Ph.D. *Associate Professor*
4. **Dr. Harish Dubey** M.Sc., MBA (HR), Ph.D. *Assistant Professor*
5. **Dr. Dattatray Kshirsagar** M.Sc., Ph.D. *Assistant Professor*
6. **Dr. Sujata Pandey** M.Sc., Ph.D. *Assistant Professor*

DEPARTMENT OF ZOOLOGY

1. **Dr. Kantilal Nagare** M.Sc., Ph.D. *Assistant Professor*
2. **Dr. Vinod Narayane** M.Sc., Ph.D. *Associate Professor*
3. **Dr. Kranti Ozarkar** M.Sc., Ph.D. *Assistant Professor*
4. **Dr. Dinesh Wanule** M.Sc., Ph.D. *Assistant Professor*
5. **Dr. Vimal Temkar** M. Sc., NET, Ph.D. *Assistant Professor*

~ FACULTY OF COMMERCE ~

DEPARTMENT OF COMMERCE & MANAGEMENT

1. **Dr. Bipinchandra Wadekar** M.Com., MBA, Ph.D. *Associate Professor*
2. **Dr. Vrinda Nishandar** M.Com., M. Phil., Ph. D. *Associate Professor*
3. **Dr. Anuradha Hastak** M. Com., Ph.D. *Associate Professor*
4. **Mrs. Lakshita Soni** M.Com., NET *Assistant Professor*
5. **Ms. Jyoti Tupe** M.Com., NET, SET *Assistant Professor*
6. **Mr. Bharat Bagul** M.Com., SET *Assistant Professor*
7. **Mr. Anil Tiwari** M. Com., MMS, MBA (HR) *Assistant Professor*
8. **Dr. Anand Dharmadhikari** M.Com., MBA, M.A., NET, Ph.D. *Assistant Professor*
9. **Dr. Madhu Shukrey** M.Com., M.Phil., DMM, MBA, Ph.D. *Assistant Professor*
10. **Dr. Rinky Rajwani** M.Com., NET, Ph.D. *Assistant Professor*
11. **Mr. Suraj Agarwala** M.Com., SET *Assistant Professor*
12. **Dr. Chandra Iyer** M.Com., MBA, M.Phil., Ph.D. *Assistant Professor*

13. **Mrs. Akansha Thakur** MBA *Assistant Professor*
14. **Mr. Ganesh Kumawat** M.Com., SET *Assistant Professor*
15. **Mrs. Saroj Iyengar** MMS *Assistant Professor*
16. **Dr. Sadhana Kapote** MBA (Marketing), Ph.D. *Assistant Professor*
17. **Mr. Arnold Jathanna** M.Com., PGDFM, SET *Assistant Professor*
18. **Ms. Navya Premdarsh** MBA, SET *Assistant Professor*
19. **Ms. Glodit Raphel** M.Com., PGDM, SET *Assistant Professor*
20. **Ms. Revati Hunswadkar** M.Com., PGDFM *Assistant Professor*
21. **Ms. Arline Joseph** M.A., SET, NET *Assistant Professor*
22. **Dr. Priya Pandharpatte M. Com.,** M.A., SET, Ph. D. *Assistant Professor*
23. **Ms. Avani Nebhani** M.Com., Dip. in Taxation Laws *Assistant Professor*

Code of Conduct for the Stakeholders of the Institution

The College has developed a Code of Conduct to be followed by all its stake holders (Students, Non- Teaching Staff, Faculty Members, Principal, and Governing Body). We believe and follow the management philosophy laid down by the founding fathers and patrons. We strive to provide holistic education and ensure overall development of the students as we stand by the purpose defined by the patrons - *“To enrich lives, by building dynamic and responsible businesses and institutions that inspire trust.”*

The Code of Conduct reflects our commitment to achieve our Vision and Mission of, being a premier institute of higher education and an inspiring nodal center catering to the diverse needs of the student fraternity and enabling them to be intellectually alive, socially responsible citizens, ever ready for continuous personal and professional growth.

Code of Conduct for Students

The College expects students to abide by the Code of Conduct that upholds honesty, respect, and positive behaviour.

General Conduct

Students should -

1. Wear RFID cards always on the campus and use the specified turnstile gates for entry and exit.
2. Be punctual for lectures and attend all classes, workshops, sessions organised by the departments / college.
3. As per the University guidelines, 75% attendance is mandatory to appear in the semester-end examinations.
4. Refrain from participating in any activities that amounts to ragging. Ragging is strictly forbidden and students who participate in any activity that amounts to ragging risk facing serious consequences.
5. Report any type of ragging in the college premises or outside of the college before the Anti - Ragging Cell / Head of the Department / Vice Principal / Principal.
6. Limit use of mobile phones on the campus for strictly academic purposes. Use of social media should abide by the social media policy of the college.
7. Demonstrate responsible and good behaviour in campus and classroom as all the college facilities are under CCTV surveillance.

8. Outsiders and/or friends from other colleges not permitted to come to the college without prior permission from the concerned authority.
9. Report any kind of medical or other emergency, to competent authority immediately.
10. Avoid damaging any college property. Vandalism will not be tolerated. Any such actions will attract legal consequences.
11. Refrain from practices that impede classroom activities, like talking during class, using inappropriate language, or creating disturbances.
12. Avoid venturing into restricted areas of the campus for their own safety.
13. Treat authorities, faculty members, non-teaching staff, and support staff with dignity and respect, as well as their classmates.
14. Develop and practice the idea of sustainable practice, environmental conservation, and climate justice.
15. Conserve electricity by switching off the electrical appliances whenever not in use.
16. Keep the college premises, classrooms and other areas of the college neat, clean, and green. Single use plastic is banned on the college campus. Garbage segregation should be practiced during disposal.
17. Show humility with regards to limitation of knowledge, participate in respectful and constructive dialogue, and be open to learning from Faculty Members and peers while developing values like empathy, compassion, fairness, and honesty in their personal and professional lives. No society or association should be formed in the college. Without Principal's permission, no person shall be invited to address a meeting. No student should collect money or contribution for picnic / educational trip / get together / study notes / charity or any other purpose without proper sanction of the Principal.
18. Avoid consumption of any kind of narcotics and intoxicants on the college premises.
19. Refrain from practising any political or religious activity which may cause harm to anyone while on the campus.
20. Refrain from engaging in any financial activity, not mandated by the college, with their peers or staff members.

Code of Conduct for the Students during Examination

- **No Malpractices:** Students should not be found in possession of any unauthorized materials such as cheat sheets / electronic devices / other means to achieve unfair advantage in examinations. If found using any such items, the student may be subject to severe consequences.

- **No Plagiarism:** Students should ensure to submit their own original work and not misuse someone else's work. In case of use of references or any external information, the sources must be properly cited.
- **Punctuality:** Students should arrive on time (15 minutes prior to the starting time) for exams, and follow the instructions provided by examiners.
- **Respect:** Students should maintain a respectful atmosphere, avoid disruptive behaviour, and respect fellow students, invigilators, and support staff.
- **Confidentiality:** Students should not discuss exam questions or answers with others until the examination is officially over.
- **No Communication:** Students should not communicate with other students during the exam unless specifically allowed. All doubts and queries may be intimated to the invigilator.
- **No Unauthorized Materials:** Students may only carry permitted materials such as stationery and water bottles into the exam room, or as specified by the examination committee.
- **Follow Instructions:** Students must adhere to all the instructions given by the invigilators and members of the examination committee. Students should ensure to read the first page of the answer booklet that bears all the instructions for the students.

Any other matters not covered by the existing rules will be at the absolute discretion of the Principal.

Professional Ethics and Code of Conduct for Non-teaching Staff

A non-teaching staff must -

1. Discharge his/her duties sincerely and efficiently in the interest of the institution.
2. Attend the duty punctually every day and update their professional knowledge and skills time to time.
3. Assist in carrying out functions relating to the student counselling, admission, administration, accounts, examination, and any other duty assigned by the superior.
4. Respect the rights and dignity of the students, parents, and visitors by providing them with any kind of help / guidance.

5. Deal impartially with the students regardless of their religion, caste, political, economic, social and physical characteristics.
6. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession.
7. Adhere to the Professional Ethics and Code of Conduct of the institution. Perform with integrity and honesty in words and actions.
8. Maintain discipline and good habits in the office as well as college premises.
9. Maintain a positive relationship with all colleagues and teaching staff and the students at the college.
10. Avoid conflicts between their professional work and personal interests.
11. Not ordinarily remain absent from work without prior permission of the competent authority / Principal.

Code of Conduct for Faculty Members and their Responsibilities

Teaching is a noble profession; therefore, a teacher should practice standard professional behaviour towards students, colleagues, staff, and society.

General Conduct

A Faculty Member should -

1. Set universal ethical standards in punctuality, discipline, and in his/her outward professional appearance in front of their students and colleagues.
2. Wear RFID card while on the college premises.
3. Dress in formal attire while on the campus.
4. Be committed to imparting quality education to the students as the first and foremost duty.
5. Guide and educate the students, to develop rational and critical thinking.
6. Practice loyalty towards the institution always on or off the college campus.
7. Perform all duties allocated by higher authorities with willingness and integrity.
8. Treat students with respect; recognize their individuality, autonomy and dignity.
9. Be fair, just and impartial towards the students.
10. Provide equal opportunity and give equal consideration to all students regardless of his/her caste, sex, race and religion.
11. Avoid inappropriate and personal comments towards students and other faculty members.

12. Maintain professional boundaries and refrain from inappropriate conduct and relationships with students and staff.
13. Refrain from making any personal financial dealings with any stakeholders of the college.
14. Refrain from taking the advantage of his/her power for personal benefits, nor exploit the vulnerability of the students.
15. Use his/her freedom rationally and critically in the classroom and on the college campus.
16. Always respect and uphold confidentiality of the students' data. The private issues discussed for the academic purpose should be kept confidential.
17. Maintain a composed temperament while adhering to a responsible pattern of conduct.
18. Create an environment for open dialogue in the classroom and encourage students to ask questions.
19. Possess humility and willingness to learn something new, even from the students. This promotes mutual respect and exchange of new ideas and skill.
20. Inculcate virtues such as integrity, empathy, respect, justice, etc. in the students.
21. Promote universal values such as equality, justice, and intellectual freedom in the classroom.
22. Continually improve his/her skills through professional, academic, and research endeavours.
23. Restrict the use of institutional resources and personal mobile phones for institutional and academic purposes while on the campus.
24. Refrain from preaching, professing and imposing personal ideologies, his/her religious and political beliefs, and opinions on sensitive issues.

Faculty Members' Responsibility and Accountability to Institution / Management

In order to maintain a supportive learning environment, Faculty Members have a duty to respect the institution's values, develop each student's potential, and answer to the management.

A Faculty Member should -

1. Consciously and dedicatedly work in alignment with the institutional vision, mission, and goals, prioritising its attainment and achieving excellence.
2. Refrain from any such action that works against the institutional values, beliefs, and fundamentals such as undertaking any other employment and commitments including private tuition and coaching classes.

3. Abstain from making negative comments about institution on social media and avoid any kind of religious, misogynistic and unnecessary comments on the official communication channels of the institution.
4. Fulfill the work tasked by the authorities as well as contribute to other areas of institutional interest.
5. Cooperate in the formulation of policies of the institution by accepting various offices and discharging responsibilities which such offices may demand.
6. Give constructive feedback to his/her superiors which will result in the creation of a better working environment and enhance interpersonal relationships.
7. Restrict availing of leaves only to extremely unavoidable circumstances, while complying with the rules of the University of Mumbai. Faculty members should seek prior permission, making sure that no academic and administrative duties are hampered.

Faculty Members' Responsibility and Accountability to Colleagues

To create an effective and productive learning community, faculty have a responsibility to collaborate, exchange knowledge, and assist one another.

A Faculty Member should -

1. Maintain a respectful and professional decorum within and outside the portals of the institution and treat students, parents, colleagues and management with respect and dignity.
2. Refrain from commenting and acting in favour of or against individuals of different castes, creeds, races, religions, ethnicities, or genders in his/her professional and personal matters.
3. Avoid being party to grapevines and restrain themselves from abusing anyone verbally and/or physically. Indulging in activities which favours oneself should also be avoided.
4. Not misuse his/her power and position and maintain professional boundaries and refrain from inappropriate conduct and relationships with colleagues.
5. Prioritise professional responsibilities and not impose his/her tasks on other colleagues.

Faculty Members' Responsibility and Accountability to Students

It is the responsibility of the faculty members to deliver excellent education, create an inviting and secure atmosphere, and to encourage their students' overall growth.

A Faculty Member should -

1. Create an inclusive environment for the students within and outside the classroom.

2. Strive to recognize the differences in aptitudes and capabilities of the students and try to meet their needs.
3. Promote holistic development of students and encourage them to engage in community welfare.
4. Aid students in developing a deeper understanding of our national heritage and goals.
5. Refrain from inciting students against other students, colleagues and administration.
6. Assume the role of mentors and facilitators to the students and extend all possible help for their overall development beyond academics to develop a higher sense of self in the students.

Code of Conduct for Research

We, at B. K. Birla College, are committed to promoting and maintaining high standards of honesty and accountability in the conduct of all academic research and is keen to implant and endorse the culture of honesty and transparency in all its institutional activities.

- **Integrity:** It is the responsibility of a researcher to guarantee that the outcomes of their research are trustworthy.
- **Research Methods:** A researcher must use relevant research techniques, draw conclusions from a critical evaluation of the available data, and present their results and interpretations completely and impartially.
- **Research Records:** To ensure that their work can be independently verified and replicated, researchers should maintain precise and unambiguous records of all their research.
- **Authorship:** A researcher ought to accept accountability for their work on all grants, papers, reports, and other publications.
- **Publication Acknowledgement:** The identities and roles of people who made substantial contributions to the research—such as writers, funders, sponsors, and others—should be acknowledged in publications by the researcher even if they do not fit the authorship requirements.
- **Peer Review:** While reviewing the work of others, a researcher should be fair, timely, rigorous, and considerate of their privacy.
- **Conflict of Interest:** In all review processes, publications, public communications,

research proposals, and other related documents, researchers should declare any financial or other conflicts of interest that can jeopardies the validity of their findings.

- **Communication with the Public:** When participating in public conversations regarding the significance and practical applications of research findings, researchers should refrain from relating to any personal opinion or remarks.

Code of Conduct for the Principal

The Principal as the Head of the Institute should demonstrate effective leadership in all academic, non-academic, and administrative activities of the college.

The Principal ought to -

1. Establish a plan that aligns with the college's vision and mission, while achieving the institutional goals and objectives.
2. Establish coordination across every aspect of college activities.
3. Maintain surveillance of the college's administrative and academic affairs.
4. Adopt innovative technologies and instructional strategies to enhance the teaching-learning process.
5. Maintain the assessment reports of the college's teaching and non-teaching staff.
6. Analyse the feedback forms from the different stakeholders and take necessary steps to address the problems.
7. Make ethical decisions based on the best interests of the students.
8. Honour their commitments and abide by the laws.
9. Maintain professional boundaries and refrain from inappropriate conduct and relationships with students and staff.
10. Treat everyone with respect, courtesy, fairness, and honesty.
11. Work collaboratively and comply with lawful and reasonable directions.
12. Uphold the values and good reputation of the college whether on or off duty.
13. Ensure that all provisions of the Affiliation and all the directions given by University Grants Commission and the University of Mumbai from time to time are strictly complied with.
14. Handle official correspondence relating to the institution.
15. Supervise, guide and control the work of the teaching and non-teaching staff of the institution.

16. Promote the initiative of the Faculty Members for self-improvement and encourage them to undertake pedagogical and other innovations which are educationally sound.
17. Make satisfactory arrangements for maintaining and monitoring a safe and secure campus.

Code of Conduct for Governing Body

The Governing Body ought to -

1. Act to approve the mission and strategic vision of the institution, long-term academic plans and ensure that these meet the interests of stakeholders, including students, local communities, Government and others representing public interests.
2. Ensure compliance with the statutes, ordinances and provisions regulating their institution, including regulations by Statutory bodies, such as University Grants Commission, as well as regulations laid out by the State government and affiliating university.
3. Deliberate on, analyze, and approve the institutional plan prepared by the key stakeholders of the institution. The evaluation of which will be conducted at regular intervals.
4. Approve the annual operating plans and budgets which should reflect the institution's strategic plan.
5. Ensure that the funds provided by the funding bodies are used in accordance with the terms and conditions specified by the funding agencies.
6. Participate in decision making towards maintenance of the institution's land and buildings, laboratories and other physical assets to meet the objectives of the institution.
7. Be responsible for creating facilities to ensure the health and safety of the stakeholders on the college premises.
8. Develop an assessment mechanism and a system with key performance indicators to continuously monitor the performance and quality of the institution.
9. Maintain transparency and openness to ensure public trust and institutional integrity by providing proper information regarding the activities conducted by the Governing Body.
10. Conduct meetings in an open manner by preparing an agenda on all the important and critical issues of the institution and preparing the minutes of the meeting.

OUR VALUES

The very thread that ties each one of us to the societal fabric are the many values we believe in and wish to cultivate in the upcoming generations. At B. K. Birla College, values form the foundation of every single action. The values of *Simplicity*, *Humility*, and *Humanity* instilled in us by our founders has been the guiding light in the lives of every Birlaite. We aim to not only educate but also mould individuals into responsible, honourable, and respectable citizens. Therefore, our practices are backed by human values professed by our patrons and the values that are the need of the hour.

At B. K. Birla College, values are cultivated and inculcated among the students and the staff through activities beyond academics.

Through the installation of the Gandhian Studies Centre and the Dr. Ambedkar Studies Centre, the institute aims to weave the traditional values of Truth, Peace, Non – violence, Love, Compassion, Liberty, Fraternity, and Equality propagated by leaders Mahatma Gandhiji and Dr. Babasaheb Ambedkar into modern times and the lives of young people.

Through the practice of celebrating ‘Value of the Month’, the institution aims to make aware, sensitise, inspire, and touch the many students and staff. ‘Expressions’, an initiative that brought together the staff, former employees, and the non-teaching staff was another highlight by means of which, the Institution ventured to teach and learn values from the experiences of the very pillars that hold the institution together.

The Women’s Development Cell and the Women’s Studies Centre have been paramount in supporting, educating, and empowering all students of the institution towards being sensible towards all genders. The National Cadet Corps aims at developing character, comradeship, discipline, a secular outlook, and spirit. Community service is achieved through the numerous activities of the National Service Scheme and the Rotaract Club of B. K. Birla College. The

instrumental values of mental peace, health and wellness are achieved through the one-to-one help and care provided by the MPower Counselling Cell. Celebrations like *Vriksh Dindi* and *Gyaan Dindi* have proven to be a substantial nexus in creating waves of awareness regarding environmental care and honouring cultural festivities.

As the Institute continues to educate more students every year, the College stands rooted to the many foundational values of the forefathers. Through the innumerable efforts put in over the years and the multifarious hurdles that we'll cross in the years to come, B. K. Birla College will continue to lay down the foundation of value-based education, creating sincere, responsible, and honorable individuals.

PROFESSIONAL ETHICS

Integrity and Honesty:

Integrity and honesty are two foundational bedrocks of human character. It means being good, true, and honest to oneself and to others in every circumstance. We at B. K. Birla try to inculcate the idea of academic integrity in students through the following principles:

- Being honest in their intellectual creativity.
- Being respectful towards other people and giving proper credit and recognition to their work.
- Being punctual, humble, and committed to academic endeavour.
- Being responsible for their own work and mistakes.

Respect:

Being respectful means being able to freely admire one because of their abilities and qualities. To be respectful means to be free and equal in terms of communicative thoughtfulness. We at B. K. Birla try to inculcate the virtue of respect through the following principles:

- We teach our students to respect each other's identities and pluralities.
- Follow compassion and friendship towards the others and self.
- Express gratitude and courtesy while taking help from the others.
- Be empathetic and kind towards fellow beings, Faculty Members, non-teaching staff, members of society and the environment in which we live.

Discipline, Responsibility, and Accountability:

To be responsible and accountable means to be master of our own reason and action and able to own the consequences of our own acts. Responsibility means setting standards for everyone

by your choice of action. Accept and rectify your mistakes and improve upon them for a better future.

Academic Integrity:

Academic integrity means being honest and truthful in the education process. Upholding honesty in academics is expected of every student. A student should ensure to gain education through a genuine desire for learning by authentic means, with sincerity and passion towards knowledge. Academic integrity means developing honest, critical and original thinking and avoiding dishonest practices and plagiarism.

Self – Discipline:

Self-discipline forms the foundation of any individual's life. It is a fundamental aspect in professionalism. Self-disciplined individuals have a strong work ethic, exemplary time management skills, and the ability to prioritize tasks effectively. By being self-discipline, the students can not only stay focused on studies and meet deadlines but develop a balanced life. Being self-disciplined also prepares the students for meeting the demands of the industry where reliability, diligence and ethical conduct are highly valued.

Lifelong Learning:

It is the ability to acquire knowledge and skills, including, 'learning how to learn', that are necessary for participating in learning activities throughout life, through self-paced and self-directed learning aimed at personal development, meeting economic, social and cultural objectives, and adapting to changing trends and demands of the workplace through knowledge/skill development/reskilling. The most valued at B. K. Birla is promoting lifelong learning in its students. The availability and accessibility of various modern-day courses and programmes backed by value-based learning is a testament to our belief in creating lifelong learners.

Moral & Ethical Awareness & Reasoning:

Every institution aims at creating morally responsible and ethical individuals with the ability to embrace moral/ethical values in conducting one's life, formulate a position/argument about an ethical issue from multiple perspectives, and use ethical practices in all work. At B. K. Birla College, students are encouraged to develop the capabilities of demonstrating the ability to identify ethical issues related to one's work, while avoiding unethical behaviour such as fabrication, falsification or misrepresentation of data or committing plagiarism, not adhering to intellectual property rights, appreciating environmental and sustainability, etc.

Critical Thinking & Analytical Reasoning:

One pursues education to live and contribute to society. Education develops the ability to apply analytic thought to a body of knowledge, analyze and evaluate evidence and beliefs based on empirical evidence, and identify logical flaws in the arguments.

Research Skills:

Through the many research activities, we at B. K. Birla, try to instill a sense of inquiry and capability for asking relevant/appropriate questions, problematizing, synthesizing, and articulating, ability to recognize cause-and-effect relationships, etc.

