

INSTITUTIONAL DEVELOPMENT PLAN




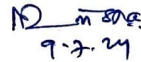
GOVERNMENT AUTONOMOUS COLLEGE,
ANGUL

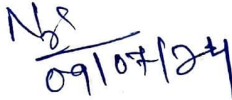
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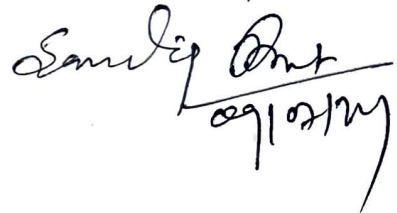
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Government Autonomous College, Angul

Government Autonomous College, Angul is a premiere institute of higher education in the central part of Odisha. The foundation stone of the college was laid by Dr. Harekrushna Mahatab, the then Chief Minister of Odisha on 25th December 1957. The college started functioning from 1st July 1958 with 64 students in the I.Sc. class. Those days, it was named Intermediate Science College, Angul. In the following year, the faculty of Arts was opened. The faculty of Commerce was added much latter, in 1978. From a handful of 64 students, the college has grown leaps and bounds to about 5400 students at present.

Initially known as Intermediate Science College, Angul, it was renamed as Science College, Angul in 1969. In the same year, it was rechristened as Angul College, Angul. In the year 1976, its name underwent change once again. It came to be known as Government College, Angul. With the conferment of Autonomous status in the year 2006, it was known as Government College (Autonomous), Angul. It is presently known as Government Autonomous College, Angul.

It was a composite college with provisions for Higher Secondary, Degree and P.G. teaching facility under the same roof until 2001. But as per the government notification no 29412/HE dated 15.05.2001, Government Autonomous College, Angul and Government Junior College, Angul got separated.

Presently, the college has provision for teaching in Arts, Science, and Commerce UG and PG programmes. There are 19 PG and 21 UG programmes. The student strength has gone up to 5400. There are two study centres—one by IGNOU and the other by OSOU. There are 03 hostels for men and three hostels for women, providing accommodation facilities to more than 400 outstation students. The HEI has been accredited with B grade in 2006 and B+ in the year 2016 with NAAC. Accreditation process for the third cycle is on.

Principal's Message

Government Autonomous College, Angul is a premiere institution of Higher Education in Angul District in the state of Odisha. Established in the year 1957 by the then Chief Minister of Odisha, Dr. Harekrushna Mahatab, the college caters to the educational needs of not only the students of Angul but also its nearby districts like Deogarh, Phulbani, Boudha, Sambalpur etc.

The college has grown leaps and bounds in the past 67 years. From a meager 64 in the opening year, the student strength has gone up to 5400. There are UG teaching facility in 21 subjects and PG teaching facility in 19 subjects.


The infrastructure has grown substantially with provision of residential facilities in 03 Men's and 03 Women's hostels. More than 400 outstation students are accommodated here. There are more than 35 class rooms, adequate laboratories, a Language Laboratory, 04 Smart Class Rooms besides a library with about 45000 books. Students can use Inflibnet facility that provides access to lakhs and lakhs of books, magazines and journals on-line.

It's true that the college has grown in terms of quantity and quality, but there is need for further consolidation, keeping the global needs and developments in view. Since the HEI is situated in an Industrial Hub, industry-institute interaction and participation should receive a boost. More numbers of job-oriented courses need to be introduced.

There is need of raising the college into a Centre of Excellence. For this, all stakeholders should play their roles and contribute to the success of the HEI.

IDP can infuse quality by augmenting infrastructural and educational facilities of this HEI. I seek more funding from the institution in the days to come.

I wish this great centre of learning all the very best.


09.7.24
(Dr. N. Patel)
PRINCIPAL

General Instructions

The National Education Policy (NEP) 2020 recognises the importance of Institutional Development (IDP) Plan and recommend that each institution will make a strategic Institutional Development Plan.

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. It will be act as an indispensable tool through which higher education institutions will be encouraged to decide their mission, vision, and goals and document those in the form of their Institutional Development Plans (IDP) that leads to design and implement programmes that will enhance their entire ecosystem, which includes faculty, students, infrastructure and facilities, avenues for research and development, internal and external stakeholder engagements and many other elements. This will help institutions to face the challenges in progressing towards multi-disciplinary framework in its letter and spirit as mandated in NEP 2020. The framework shall provide an insight to HEIs as to how infrastructure facilities will be upgraded, student support systems such as curricular, cocurricular, research, sports and recreation facilities will be augmented and academic deficiencies like laboratories, etc will be addressed to bring them at par with the best institutions to attract the best talent in teaching and learning. The IDP will not only be standalone plans but shall have multifaceted interfaces to look into the perspective of the institution holistically.

Objectives of the IDP:

- Clearly define the mission of the institution.
- In light of the mission, carry out a needs assessment based on wide consultations to identify the goals, priorities and commitments of the institution.
- Quantify the institution's goals using indicators and time-bound targets.
- Based on goals and priorities— identify capacity (human and financial) and organizational gaps and steps to bridge these gaps.
- Develop annual activity plans which result, sequentially, in achieving the institution's goals. These activity plans will also serve as a tool for monitoring the implementation of the IDP.

The IDP will be a living document, evolving with the increase of its strategic planning capacity. The indicators and targets, however, will be agreed upon in an MOU between the Department of Higher Education and the institution. These can only be amended with the Department of Higher Education's consent. Data on any variable contained in these tables shall be drawn from the same source when it appears in any other part of the IDP.

IDP Development Steps:

- Identify the Coordinator in charge of developing the IDP and assign responsibilities to other staff.
- Carry out SWOC analysis and needs assessment, documenting the consultations held and the conclusions and recommendations reached.
- Based on the needs assessment, identify the goals, priorities and commitments of the institution.
- Draft an initial version of the IDP including indicators and time-bound targets.
- Share the initial draft of the IDP for consultations with all stakeholders.
- Finalise the IDP, based on the comments received.
- Identify the activities required to achieve the goals stated in the IDP and incorporate them into annual activity plans.

Institutional development means building the capacity and image of institutes by initiating, mobilizing and managing resources. The implementation grants will be awarded based on a competitive selection process carried out by a committee appointed by the Department of Higher Education. Approved IDPs will be published on the institution's website. The institution will be responsible for reporting to the Department of Higher Education on IDP implementation and progress against targets, based on timelines and formats prescribed by the Department and contained in the Memorandum of Understanding (MOU).

PART - A

I. Institutional Basic Information

A. Name and address of the Institution:

Name of the Institution	Government Autonomous College, Angul
Address for communication	At/Post: Hakimpada, District: Angul-759143
Website	www.gaca.nic.in
Phone no.	06764-230342
Email	principalgaca@gmail.com

B. Geographical Presence:

Sl No.	Particulars	Response				
		Rural	Urban	Peri-urban	Tribal	Any other
1	Geographic location of the college (<i>respond Yes in appropriate box</i>)		YES			
2	Location of the college (<i>respond Yes in appropriate box</i>)	Coastal	Eastern	Western	Northern	Southern
			YES			
3	Name of the place	ANGUL				
4	Mention the approximate population the college is serving	1273821				

C. Vision of the Institution:

To achieve excellence in Education, innovation and service.

D. **Mission of the Institution:**

- Providing high quality, accessible, ethical, and value-based education.
- Nurturing a sustainable educational environment and creating human resources with a sense of social commitment.
- Achieving excellence by imparting quality education through teaching, learning, research, and extension activities.
- Cultivating knowledge, skills, values, and confidence in the students to grow and prosper.
- Instigating the spirit of leadership, integrity, and sense of social justice in the minds of students.
- Establishing global competence among students by inculcating positivity and state of art knowledge in emerging fields.
- Creating awareness on human rights, spiritual and cultural heritage, scientific temper, and ecology.
- Promoting students as the agents of transformation and equipping them to face local and global challenges.

E. **Core Values of the institution:**

(For example – Integrity , Excellence, Creativity, Technological development, Economic Prosperity etc.)

1. Integrity:

- a. Enrolment of students is being done through the Students Academic Management System (SAMS) under the Department of Higher Education.
- b. Examination system has been automated following affiliated University and UGC guidelines.
- c. All financial transactions are made through Integrated Financial Management System of the State Government.
- d. All types of fees are collected through online system (SB collect).
- e. Our college strictly follows Human Resource Management System as per prescription of the State Government.

2. Excellence: a) Since this college is situated in the central part of the State, almost 100 percent seats are filled up during the admission process.

b) Every year, more than 90 percent students across all subjects pass the examinations in their subjects.

c) The students are promoted to apply for various scholarships of the State and National Government meant for promotion of excellence.

d) Students are promoted to apply for Bldi Shramik Scholarships, Nirman Shramik Scholarships, and scholarships provided to excellent students by Industrial houses like Jindal and NALCO established in this district.

e) The regular teachers are appointed by Odisha Public Service Commission. The Guest Faculties are selected through a rigorous selection procedure. Teachers are encouraged to participate in Refresher, Orientation, and Faculty Development courses in order to sharpen their skills. They are also encouraged to go for PhD.

3. Creativity: a) The college regularly organises Debate, Essay Writing, Painting, Quiz

competitions among students to foster their creativity.

b) Inter-college competitions are regularly held in the college to foster a spirit of creativity.

c) Students of the college participate at the University level and state level competitions like Chancellor's Debate Competition and Inter University Competitions.

d) Students are encouraged to make power-point presentations during seminars.

4. Technological development: a) The departments have been using technology in forming groups with students. Whatsapp is used to disseminate information from the college as well as to provide study materials to students.

b) Students are encouraged to use technology while making seminar presentations.

c) Students are encouraged to log in to e-resource providers like vtputkal, Odiabibhava, ignou and osou materials, and materials of other universities available on-line free of cost.

5. Economic prosperity: a) The staff of the college draw their salary from the government funds through the district treasury.

b) The Development fee collected from the students is spent in maintaining and promoting the academic facilities.

c) The institution gets government grants under various schemes from the state govt, IDP, UGC, RUSA etc. for infrastructure development and maintenance of physical facilities.

F. Is the Institution having a Strategic Plan? Yes

G. Is the Institution approved by regulatory body? Yes

H. Type of Institution: (Management)

Central Govt.	State Government	Govt. Aided	Private Unaided	Autonomous	Self-Financing	Local Body	Any other
	YES						

I. Status of Institution:

Autonomous Institute (as declared by university)	Non-autonomous	Deemed University	Constituent Institution	Specialized College	Any other (pl. Specify)
YES					

J. Category of Institution: (Gender & Social)

Gender	Social	Any other

Co-educational	For Women's only	For Differently-abled students	(pl. Specify)
YES			

K. **Establishment Details**

Sl. No.	Establishment Details	
1	Year of establishment	1957
2	Name of the University to Which the institution is Affiliated	Utkal University Bhubaneswar
3	Year of Affiliation with University	1982
4	Nature of Affiliation (Permanent/Temporary)	Permanent
5	Current status of affiliation (active / expire)	Active

L. **Autonomy Details**

Sl. No.	Autonomy Details	
1	Date/year of Autonomy granted	2006
2	Period of Autonomy granted	5 Years
3	Current Autonomy status	Expired in 2011-12
4	Plan for fresh Autonomy or extension or renewal	Applied for Extension

M. **Accreditation Details**

Is the Institute accredited? (Yes/No)	YES	Period for Institution accredited	15 Years
Name of the Accreditation Body	NAAC	Current Accreditation (active/expired)	EXPIRED
Year of last accreditation	2016-21 (Second Cycle)	Current / Last Accreditation Grade	B+

Rank in National Institute of Ranking Framework (NIRF) of the institute	NA
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N. Implementation of core values and principles

Sl. No	Particulars	Responses
1.	How are the policies and code of conduct enforced effectively in the institution?	<ul style="list-style-type: none"> ● Awareness among faculties to adhere to the code of conduct laid down by Govt of Odisha ● Awareness among students to abide by the rules and regulations framed by institutions, dept of Higher Education, UGC and Other government agencies.
2.	How are strategic plan contributing to the core values and principles of the institution?	<ul style="list-style-type: none"> ● FDPs for enhancement of quality teaching. ● Regular counselling to students for better performance. ● Guiding students to excel in Higher studies.
3.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	The syllabus is carefully designed so that students get maximum exposure and excel in life.
4.	How do the faculty and staff demonstrate and promote the core values of the institute?	By taking classes regularly, by completing the prescribed course in time, by inspiring students and providing them necessary study material and guidance.
5.	What are the yearly training programs, workshops, and seminars organized to enhance skills related to; (specify in details and add rows if necessary)	Many placement and skill enhancement programmes, seminars, workshops, and boot-camps are organized to enhance skills for employability.
a)	Cultural Competence	<ul style="list-style-type: none"> ● Regular Debate and Essay competition among students ● By organising theme-based competition.
b)	Inclusive Teaching Practices	<ul style="list-style-type: none"> ● No discrimination made based on background identity or sex. ● Subject materials are provided to all students through Whatsapp group. ● Common teaching plan for all students.

c)	Ethical Leadership	<ul style="list-style-type: none"> • Through various activities like NSS, NCC, YRC, Rangers and Rovers and Other social activities. • Ethics and Values included in the curriculum to enhance trust, wisdom, kindness, justice etc.
d)	Other values	<ul style="list-style-type: none"> • Mo Garden Program to boost students' sense of belongingness to the college.
6.	How does the institution provide programs, resources, and services that promote student well-being, personal growth, leadership development, and engagement, all guided by the institution's values?	<ul style="list-style-type: none"> • Programs with enhanced employability introduced. • Creating awareness about opportunities by organising career counselling programmes. • Different student organizations are led by the students. • Inter college competitions to provide them exposure to wider world.
7.	How does the Institution engage with the local and global community, applying their core values to contribute positively to society in regards to social, environmental, and, economic challenges?	<ul style="list-style-type: none"> • NCC(Traffic Awareness, Blood Donation, Cleanliness Drive) • NSS(Cleaning and awareness in nearest slum, adoption of village, Study tour, community engagement)
8.	How does the institute communicate their core values and principles through social media, websites, and publication?	We engage actively with students through social media like Whatsapp, Facebook, Instagram, X. The activities of the college regularly get posted in college website. The college has an annual magazine to showcase the talent, creativity of students.

0. **Detail about Head of the Institution**

Name	Prof. (Dr) Gangadhar Kar
Professional Position (Professor /Reader/ Lecturer)	Professor
Professional Responsibility (Regular / In-charge /Any other) (Pl. Specify)	Principal- In-Charge
Mobile Number	9861160138
Email Address	principalgaca@gmail.com

P. **Detail about Nodal Officers of the institution**

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Dr.Nilanchal Patel	7008248884	principalgaca@gmail.com
IDP Associate Coordinator	Mr. Satya Sundar Mishra	9668628700	principalgaca@gmail.com
Academic Coordinator	Dr. Manoranjan Mishra	9337352894	principalgaca@gmail.com
Civil Works In charge	Dr. B.K. Sahu	7978686412	principalgaca@gmail.com
Coordinator Financial Aspects	Dr. N. Nayak	9437242695	principalgaca@gmail.com

Q. **Detail about IDP team of the institution**

Sl. No.	Details	Response
1	No of IDP team member	03
2	Does the institute develop any IDP before (Yes /No)	No
3	Agency supporting for the IDP	NA
4	Duration of previous IDP (from to.....)	NA
5	Key aspects planed in previous IDP	NA
6	Major aspect(s) of previous IDP addressed the institution? (outcomes)	NA

UG Science										
1	BSc (Hons) Botany	36	60	Yes		37	75	55	5	1566
2	BSc (Hons) Zoology	36	60	Yes				57	3	
3	BSc (Hons) Computer Science (SF)	36	60	Yes		35	24	59	1	820
4	BSc (Hons) Physics	36	60	Yes		125	63	60	0	1936
5	BSc (Hons) Mathematics	36	38	Yes				38	0	
6	BSc (Hons) Chemistry	36	60	Yes				59	1	
7	BSc (Hons) Geology	36	32	Yes				31		
UG Commerce										
1	BCom (Commerce)	36	192	Yes		112	79	191	1	601
PG Program										
1	MA Education	24	32	Yes						
2	MA History	24	32	Yes						

3	MA Sanskrit	24	16	Yes						
4	MA Sociology	24	32	Yes						
5	MSc Botany	24	16	Yes						
6	MSc Chemistry	24	16	Yes						
7	MSc Computer Science (SF)	24	16	Yes		3	8	11	5	
8	MSc Mathematics	24	16	Yes						
9	MSc Physics	24	16	Yes						
10	MSc Zoology	24	16	Yes						
11	MA Economics	24	32	Yes						
12	MA Odia	24	32	Yes						
13	MA Political Science	24	32	Yes						
14	M. Com	24	32	Yes						
15	MA Geography	24	32	Yes						
16	MA Philosophy	24	32	Yes						
17	M.Com(F&C)	24	60	Yes						
Ph.D programme										

Integrated PG program										
1	Integrated MBA	60	60			13	11	24	36	25
Diploma and Certificate program (Please add more rows and columns if required)										

B. **Faculty Status (Regular/ Contractual) (2023-24)**

Total Sanctioned strength	Faculty in Position				Teacher Student Ratio
	Regular	488 faculty	662 faculty	Others (contractual + Guest)	
83	59	NA	NA	4+20	1:38

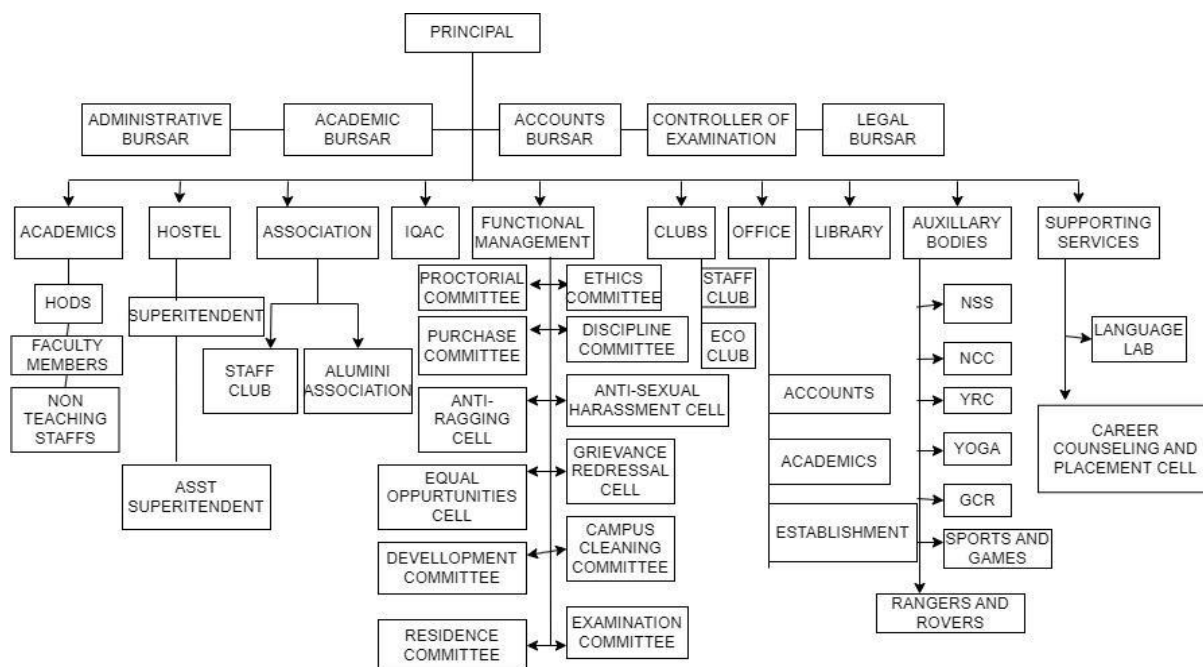
C. Department wise Faculty Position (add more row as per requirement) (* R – Regular, C – Contractual and G – Guest) (2023-24)

Sl. NO	Department	Total Sanctioned Strength	No. of teaching faculty on the basis of designation									Demonstrators/ Lab Attendants/ Store keeper	Total		No. of Teaching Staff with - Doctoral Degree R*
			Professors			Associate Professors/ Readers			Assistant Professors/ Lecturer				Faculty Strength	Vacancy	
			R*	C*	G*	R*	C*	G*	R*	C*	G*				
1	English	06							5		0	0	5	1	3
2	Odia	06							5		0	0	5	1	3
3	Pol. Science	04							2		2	0	2	2	0
4	Geography	02							2		1	1	2	0	1
5	Philosophy	03							1		2	0	1	2	0
6	Economics	07							3		3	0	3	4	1
7	Sanskrit	02	1								2	0	1	1	1
8	Sociology	02							1		2	0	1	1	1
9	Education	03							1		2	0	1	2	0
10	Hindi	01							1			0	1	0	0
11	History	04							2		2	0	2	2	1
12	Computer Science	02							1		4	0	1	1	0
13	Mathematics	05							4	1		0	5	0	2
14	Physics	8							6	2		1+2	8	0	7
15	Chemistry	9							9			3+1	9	0	6
16	Botany	05							5			2+1	2	3	2

17	Zoology	06							5	1		2+1	3	3	0
18	Commerce	5							4	1		0	5	0	1
19	Geology	2									2	0	0	2	

D. **Administrative Structure**

Sl. No.	Indicator	Response
1.	What is the current administrative structure within the institution? (May be a structural diagram attached)	Organogram to be attached
2.	How are administrative departments and units organized and coordinated?	<ul style="list-style-type: none"> ● The Principal has allocated specific tasks to the different departments. ● Through periodic reviews, he ensures that these are functioning efficiently.
3.	How are decision-making and authority delegated within the administrative structure?	<ul style="list-style-type: none"> ● In case of specific problems, the members of the department hold meetings and make recommendations to the Principal. ● The final authority as to whether to accept or reject the proposal rests with the Principal.
5.	What are the process/ mechanisms followed to ensure coordination and collaboration among different administrative units?	The administrative units sit down together, if the situation demands and take an appropriate decision for the smooth functioning of the college.
6.	How are decision-making and authority delegated within the administrative structure?	Discussions and deliberations are given utmost importance while taking decisions. However, the final authority rests with the Principal.



E. Role of Students in Administrative Structure

Sl. No.	Indictor	Response
1	How students are represented in the administrative structure of the institution?	Student representatives find a place in the IQAC committee. Their views are taken into consideration.
2	How are the student representatives or committees involved in decision-making processes?	Surveys are conducted from time to time to collect the opinion of students and make decisions accordingly.
3	What mechanisms are in place to ensure student input and perspectives are considered in administrative matters?	Students grievances are collected. These are redressed in a time bound manner.

F. **Course and Examination Details (Pl. add row and column as required)**

Name of the Course	Types of Course (Pl. mark Yes where applicable)			Examination pattern (Pl. mark Yes where applicable)		
	Traditional	Choice Based Credit System (CBCS)	Any other (Pl. Specify)	Annual	Choice Based Credit System (CBCS)	Any other (Pl. Specify)
UG Level		YES			YES	
PG Level			As per Utkal University			Semester pattern

G. **Achievement Details (2022-23) (All programs)**

Course	No. of Student appeared the final Exam	No. of students passed	Percentage of student passed	No Ph. D awarded
UG	679	522	76.9	
PG	160	155	94.7	
Integrated PG (IMBA)	9	5	55.6	
PG Diploma				

Diploma Course				
Certificate course				
Any other				

H. **Achievement Details (2022-23) (UG Stream wise)**

Stream	No. of student						Pass percentage		
	Appeared in exam			Passed in exam					
	1 st year	2 nd year	3 rd year	1 st year	2 nd year	3 rd year	1 st year	2 nd year	3 rd year
Arts	305	266	262	222	142	230	72.79	53.38	87.79
Science	310	271	259	225	193	251	72.58	71.22	96.91
Commerce	183	164	160	86	75	134	46.99	45.73	83.75
Total (all stream)	798	701	681	533	410	615	66.79	58.49	90.31

I. **Achievement Details (2022-23) (PG Subject wise)**

Subject	Approved Strength	Appeared		Passed		Pass percentage	
		1st year	2nd year	1st year	2nd year	1st year	2nd year
Odia	32	30	26	30	26	100	100
Economics	32	10	13	10	13	100	100
Political Science	32	30	26	30	26	100	100
Physics	16	11	11	11	11	100	100
Zoology	16	13	13	13	13	100	100
MBA	60	52	53	52	50	100	94.3
MCOM(F & C)	60	19	18	19	16	100	88.9

III. Student Details

A. Total student strength in the institution

Programme	Total	Boys	Girls	Gen.	SC	ST	OBC	Muslim Minority	Differently-Able
UG	2413	1284	1199	650	419	382	962	39 (All minority)	31
PG	281	86	195	57	50	49	125	07 (All minority)	05
Certificate course	0	0	0	0	0	0	0	0	0
Diploma Course	0	0	0	0	0	0	0	0	0
Any other	0	0	0	0	0	0	0	0	0
Total	2694	1370	1394	707	469	431	1087	46 (All minority)	36

B. Availing Educational Loan Facilities by Student

Sl. No.	No. of students availing educational loans	UG				PG		
		1st year	2nd year	3rd year	Total	1st year	2nd year	Total
1	General Student	0	0	0	0	0	0	0
2	SC Student	0	0	0	0	0	0	0
3	ST Student	0	0	0	0	0	0	0
4	OBC Student	0	0	0	0	0	0	0
5	Minority Student	0	0	0	0	0	0	0
6	Physically challenged student	0	0	0	0	0	0	0
7	Total Boys	0	0	0	0	0	0	0
8	Total Girls	0	0	0	0	0	0	0
9	Total student dropout rate in the last year	0	0	0	0	0	0	0

C. **Average Dropout rate (in percentage)**

Course	Academic year			
	1st year	2nd year	3rd year	Total
UG Arts				NA
UG Science				NA
UG Commerce				NA
PG (all subjects)				NA
Diploma courses	0	0	0	0
Certificate Courses	0	0	0	0

D. **Student's Class Attendance**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	Through Class Attendance taken by the teachers
2	Are there established systems or mechanisms in place to record and monitor attendance? Details about the System or mechanism.	Manual class attendance and frequent visit by the Principal and squad members
3	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Students are frequently advised through notice and whatsapp group regularly to attain regularly. This has significantly improved attendance of students.

E. **Student Absenteeism**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student absenteeism?	Through the class attendance system

2	What are the common reasons for student absenteeism within the institution?	<ul style="list-style-type: none"> ● Some students are preparing for other examination. ● Some UG First year students are found preparing for NEET examinations. Commerce students are found preparing for CA examinations simultaneously. ● Poor communication facilities for the students living in remote areas.
3	Have there been any efforts to analyze and understand the root causes of students' absenteeism?	There has never been any alarming absenteeism in the college.
4	How does the institution involve parents or guardians in addressing student absenteeism?	Guardian meetings are convened to discuss various issues with them.

F. **Student's Discipline (Please specify with examples and evidence)**

Sl. No.	Particulars	Responses
1.	What are the current disciplinary policies and procedures in place within the institution?	<ol style="list-style-type: none"> 1. Staff members are governed by state government service rules 2. Students are made to sign a declaration regarding non involvement in ragging. Anti ragging committee of the college look after different measures to provide a ragging free campus. 3. Student grievance redressal committee and staff grievance redressal committee are there to address different categories of grievances. 4. Discipline committee under senior member are there for time bound disposal of complaints. 5. Internal squad formed by staff members to monitor discipline in campus.

2.	Are there any particular areas or contexts where disciplinary incidents are more prevalent?	No
3.	Have there been any efforts to identify and understand the root causes of disciplinary incidents?	<p>Incidents of indiscipline are dealt with as and when they occur. It is then that the root cause is found out and steps are taken to weed it out.</p> <p>There are no fixed causes for indiscipline.</p>
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	<ul style="list-style-type: none"> ● During the induction meeting, students are informed about the ill-consequences of ragging. They are advised to keep themselves away from any such incident. The Ethics and Values course prepares them adequately.
5.	How does the institution encourage students to take responsibility for their actions and engage in self-discipline?	<ul style="list-style-type: none"> ● At the time of admission, students are asked to sign an undertaking not to indulge in any such behaviour. ● During induction meeting, they are advised to keep themselves away from ununethical conduct. ● They are made aware of the consequences of any violation.
6.	How are faculty, staff, and administrators trained to implement disciplinary interventions effectively?	<ul style="list-style-type: none"> ● The Discipline Committee sits on being convened by the Principal and deals with the matter as per rules.

G. **Co-curricular Activities (Year 2022-23)**

Sl. No.	Particulars	Number
1	Societies/ Clubs operational	
2	Students participate in inter-college competitions	
3	Students participate in international competitions	
5	Students participate in Interstate competitions	
6	Frequency of Annual function/ Fest	1
7	Average Media publication of student/ faculty activities per year	
8	students enrolled for Entrepreneurship and Innovation cell (if available in the college)	NA
9	Girl students participate in self-defense programme offered by the institution	

H. **Student participation in Co-curricular Activities (Year 2023-2024)**

Sl. No.	Activity	Number	Sl. No.	Activity	Number
1	Debate	50	7	NCC	50
2	literary	200	8	NSS	50
3	art & craft	20	9	Scout and Guide	
4	exhibition	200	10	Youth Red Cross	40
5	Swachh Bharat Mission	200	11	Any other (Pl. Specify) YOGA	100
6	Blood Donation Camps	100		Rovers & Rangers	30

I. **Vocational skills, life skills and elective courses in curricula**

Sl. No.	Particulars	Responses

1.	How are vocational skills, life skills, and elective courses integrated into the institution's curricula?	<ul style="list-style-type: none"> For practical subjects we are conducting practical classes to develop their skill in specific areas. Fire safety awareness programmes have been organised to develop safety skills among the students. Awareness programmes have been organised to sensitise and develop skill among the students regarding snakebites.
2.	What proportion of the curriculum is dedicated to these skill-building components?	<ul style="list-style-type: none"> Two credits of each practical course are dedicated for skill-building components. The awareness programmes are being organised throughout the year.
3.	How do vocational skills, life skills, and elective courses align with the needs and demands of the job market or industry?	It is highly required.
4.	How are the outcomes associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	Skilled students are getting appointments in different local industries and firms.

J. **Mentor - Mentee**

Sl. No	Particulars	UG			PG	
		1st Year	2nd Year	3rd Year	1st Year	2nd Year
1	How many students are under one mentor (i.e., a faculty) for their overall growth?	20-30	20-30	20-30	16	16
2	Frequency of mentor mentee interaction per month	1	1	1	1	1
3.	Are there any feedback mechanism in place?	yes	yes	yes	yes	yes
4	How do the improvements mapped?	Through annual assessment.				

K. **Availability of Sports Facility**

S.N	Particulars	Response		
1	Does the college have any infrastructure to support sports and games of the students?	Yes,		
2	Broadly, what are the fields of sports pursued by students in the institutions?	Athletics, cricket, volleyball, football, badminton, kabaddi, basketball.		
3	Sports facilities available in the premises	Facility	Availability	Availability of materials
		Gymnasium	Yes	Yes
		Cricket field	Yes	Yes
		Football	Yes	Yes
		Volleyball	Yes	Yes
		Basketball court	Yes	Yes
		Any other (Athletics)	Yes	Yes

L. **Students availing Sports quota**

Sl. No.	Parameter	State quota		National quota	
		Boys	Girls	Boys	Girls
1	Total number of seats reserved for sports scholarship	NA	NA	NA	NA
2	Number of students admitted through	NA	NA	NA	NA
3	Percentage students admitted through	NA	NA	NA	NA

M. **Participation of students in sports activity**

Sl. No.	Parameter	Boys	Girls
1	Average number of students participating in inter-college sports competition per year	70	20
2	Average number of students participating in Inter-state sports competition per year	NIL	01
3	Average number of students participating in National sports competition per year	NIL	NIL
4	Average number of students participating in international sports competition per year	NIL	NIL
5	Number of students won medals in sports in the last year	NIL	01
6	Number of students participated in college Annual Sports	380	240

N. **Student's Aid Fund**

Sl. No.	Particulars	Response
1.	Total budget allocated for student's aid by the institution?	Nil

2.	How is information about student aid made available to students?	Online/	Offline/	Any other means please specify
		NA	NA	NA
3.	What criteria are used to assess eligibility for different types of financial aid?	NA		
4.	Number of students currently receive financial aid from the institution?	Boy		Girl
		0		0
5.	Are there specific initiatives to promote diversity and inclusion within the student aid program?	No		

O. **Student Activity Centre**

Sl. No.	Particulars	Response
1.	What amenities and features are included in the student activity center to meet the diverse needs and interests of students?	Gym, Open Air Pandal, Common rooms with indoor games facilities available, Students Canteen.
2.	What types of programs and activities are offered within the student activity center?	1. Gym facilities for better health. 2. Indoor games like chess, carrom for recreation. 3. Competitions at the end of the year.
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	In all activities and organization of competitions, student representatives play a major role.

P. **Student Elected Body**

Sl. No.	Particulars	Response
1.	Does the institute have a student elected body? If yes, what is the structure of the student-elected bodies within the institution?	No, elections to the student bodies have not been held for the last three years.
2.	What is the composition of these bodies in terms of representation from different student groups and demographics?	NA

3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	NA
4.	How are the student-elected bodies held accountable for their actions and decisions?	NA

Q. Placement Details

Sl. No.	Title of the Program	Total number of Internship opportunities	Total no of students who availed the internship opportunity (2022)	Total no. of students who got the pre-placement offer (2022)	Average % of students getting placed per year	% of unplaced students in the last year (2022)	Average pay package in last year (2022) [Rs. /Month]	Highest pay package in last year (2022) [Rs. /Month]	Lowest pay package in last year (2022) [Rs. /Month]
1	UG Odia	0	0	0	0	100			
	UG English	0	0	0	0	100			
	UG Sanskrit	0	0	0	0	100			
	UG Economics	0	0	0	0	100			
	UG Education	0	0	0	0	100			
	UG History	0	0	0	0	100			
	UG Political Science	0	0	0	0	100			
	UG Geography	0	0	0	0	100			
	UG Sociology	0	0	0	0	100			
	UG Philosophy	0	0	0	0	100			
	UG Physics	0	0	0	0	100			
	UG Chemistry	0	0	3	5	95			
	UG Botany	0	0	0	0	100			
	UG Zoology	0	0	0	0	100			

	UG Mathematics	0	0	0	0	100			
	UG Computer Science	0	0	5	8.33	91.66			
	UG Commerce	0	0	0	0	100			
	IMBA	1	47	12	22.64	77.36			
	MCOM(F&C)	1	9	0	0	100			
	PG Odia	0	0	3	5	95			
	PG Political Science	0	0	0	0	100			
	PG Economics	0	0	0	0	100			
	PG Physics	0	0	0	0	100			
	PG Zoology	0	0	0	0	100			

R. **Alumni Association**

Sl. No.	Particulars	Response
1.	Does the institute have an alumni committee? If yes, what are the initiatives or programs in place to strengthen the connection between alumni and the institution?	Yes, OLD STUDENTS ASSOCIATION
2.	How does the institution foster networking opportunities among alumni and current students?	We are inviting alumni members to interact with the present students in the form of extra mural talks, social service activities, etc.
3.	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	Yes
4.	How often are alumni meetings or events organized by the institution?	Regularly
5.	What activities and events are organized during alumni reunions and homecoming celebrations?	Plantation, counseling, Motivational Talks, Social activities, etc.
6.	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	On various occasions we invite the renowned alumni who have achieved notable success in their respective fields to motivate and inspire our students.

IV. Infrastructure Details

A. Classroom

SI No.	Parameters	Yes / No	Number
1	Availability of classrooms	Yes	43
a)	164 seated	Yes	1
b)	64 seated	Yes	32
c)	16 seated	Yes	10
2	Availability of Smart Classroom	Yes	08
3	Availability Tutorial classroom	No	01
4	Availability Seminar room	Yes	02

B. Laboratory

SI. No.	Parameters	Yes / No	Number
1	Does the college have computer lab?	Yes	4
2	Does the college have laboratories for each course of UG?	No	Only science UG courses have laboratories.
3	Do the laboratories have sufficient equipment for students? (Yes / No)	Yes	

C. Library Facility

SI. No	Parameters	Yes	No
1	How many libraries are available in the Institution premises? (in number)		01 Central Library
2	Is the library system computerized? (Yes /No)	Yes	
3	Is the library accessible by differently able students? (Yes/No)	Yes	

4	Are there separate faculties/ students/ staff for management of the library? (Yes/No)	Yes	
5	Does the library have a lending facility? If yes, what is the timing for it?	Yes	In all working days
6	What are the library opening hours?	10.00AM to 05.00PM	
7	What is the seating capacity of each library?	30	
8	What is the annual budget for the library	Books	Journals/ Periodicals
		NA	NA
		Any other (Pl. specify)	Total
		NA	As and when govt sanctioned the amount to purchase books.

D. **Availability of Books and Journals for UnderGraduate course in the Library**

Sl. No.	Parameters	UG				PG		
		1 st Yr	2 nd Yr	3 rd Yr	Total	1 st Yr	2 nd Yr	Total
1	Number of reference books	1350	1500	1450	4300	450	350	800
2	Number of e-books reference books	Available through EBSCO, N-LIST						
3	Number of journals and e-journals available	Available through EBSCO, N-LIST						
4	Number of e-journals available	Available through EBSCO, N-LIST						
5	Number of audio books, CDs etc. available							

E. **Hostel for students**

Sl. No.	Parameters	Response	
1	Does the institute have hostel facility for students?	Yes	No
		Yes	06
2	Number of hostels	Boys	Girls
		03	03
3	Accommodation capacity	250	250

4	Hostel occupancy ratio	100	100
5	Does the hostel have facilities like		
a)	Dining area	Yes	Yes
b)	common room	Yes	Yes
c)	Canteen	Yes	Yes
d)	Sports room	Yes	Yes
e)	Gymnasium	No	No
f)	Any other (Pl. specify)	Sports Ground	
6	Does the hostel have washroom facility?	common	attache d
		Yes	No
7	What is the dependency on washrooms	Boys	Girls
a)	Per floor (average)	40	40
b)	Washroom ratio for hostelers	1:10	1:10
8	How many times does the hostel and washrooms get cleaned? (Per day)	02 (Two) times	
9	Is the hostel accommodation accessible to differently-abled students?	Yes	No
		Yes	
10	How are the hostel mess managed?	At the institution level	
11	What is the process for managing the hostel accounts?	Through the Accountant and Superintendent appointed for the purpose.	

F. Canteen Facility

SI. No.	Parameters	Response
1.	What are the operating hours of the canteen?	07.00AM to 08.00PM
2.	How do you rate the cleanliness of the canteen in a scale of 1 as (bad) and 5 as (good)	5
3.	How would you rate the quality of food provided in the canteen in a scale of 1 as (bad) and 5 as (good)	5
4.	Are the food prices in the canteen are affordable? Pl. mark in Yes or No	Yes

G. Technical and Non-Technical Staff

Sl. No.	Parameters	Response
1	What professional development opportunities are provided to technical and non-technical staff?	Orientation programmes to staff on Academic, Examination and financial management.
2	Are there training programs, workshops, or certifications available to enhance their skills and knowledge?	Yes. It is organised through state government agencies like SAMS under DHE, Treasury under finance m department and General Administration for HRMS.
3	How effective is communication between technical and non-technical staff within the institution?	most effective.
4	Are there opportunities for career advancement and growth within the institution for technical and non-technical staff?	yes

H. Extra Facilities

Sl. No.	Parameters	Availability (Yes/No)	Number
1	Number of Food courts inside college campus	Yes	01
2	Number of Swimming Pools	No	Nil
3	Number of auditoriums	Yes	02
4	Number of Garden/Park	Yes	04
5	Number of open-air theaters	Yes	01
6	Number of Playground	Yes	01
7	Number of yoga areas/field inside college campus	Yes	01
8	Availability of Wi-Fi in the campus	Yes	01

V. Research and Development

A. Research Projects

Sl. No	Research Projects	Funding / Supporting Agency	Budgeted amount for research	Status			
				Sanctioned/ approved	Ongoing	Completed	Submitted
1	Number of major research initiatives	2 MIRP, OSHEC	1748000/-	YES			
2	Number of small research initiatives	0					
3	Number of Odisha University Research Innovation and Incentivisation Plan (OURIIP)	1 OURIIP	620,000/-		YES		
3	Number of interdisciplinary projects	0					
4	Total number of industry sponsored projects	0					
5	Number of student research projects	0					
6	Number of faculty research projects	0					
7	Number of research Project taken up by the institution	0					
8	Any other, please specify	0					
	Total	3	23,68,000	YES	YES		

B. Faculty Publications (Citation Index, Impact factors of Journals)

Sl. No.	Parameters	Response
1.	What is the current level of research output among faculty members within the institution?	Publications, Books and Sponsored Funded Projects
2.	How does the institution track and measure faculty publications?	Internal Audit Quality Cell of Institute
3.	How is the citation index of faculty publications measured and evaluated?	From Scopus Author ID
4.	What methodologies or databases are used to assess the impact of faculty publications?	SCOPUS and Web of Science Reports
5.	What are the specific target benchmarks or goals set for citation index and impact factors?	NIL
6.	What mechanisms are in place to encourage co-authorship and research partnerships?	Invited Lectures and Seminars
7.	Workshops, seminars, or writing retreats offered to support faculty in publishing research findings.	YES
8.	How does the institution promote the sharing and dissemination of faculty publications within the scholarly community?	Institute Website and Social Media
9.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	Publication of DOI links with abstract of the paper in institute social media and website
10.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	NIL

C. **Innovation/ Incubation**

Sl. No.	Details	Type of Innovation Process/ Incubation Centre		
		National	International	Commercial
1	Number of Innovation Process	0	0	0
2	Incubation Centre completed by last year (2022)	0	0	0

D. Seminars and Conferences

Sl. No.	Level	Number of seminars and conferences organised in last year	Sponsoring / Supporting agencies	Teacher's participation in seminars/ conferences	Number of presentations done by teachers in seminars/ conferences	Amount sanctioned	Amount Utilized
1	International	0	0	0	0	0	0
2	National	2	BRNS and MCL	50	200	50,000	50000
3	State	2	1- Odia Bhasa Pratishthan 2- Odia Gabesana Parishad	50	10	80000	80000
4	University	0	0	0	0	0	0

E. Consultancy projects

Sl. No.	Name of the project/ Assignment	Response Yes where applicable			Total project Value	Net Surplus generated	Duration of the project	Status: Ongoing/ Completed
		Central govt. project	State govt. project	Private projects				
1	0							
2	0							
3	0							

4	0							
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VI. Financial Details

A. Total Income

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
Grants: National				
1	UGC	NIL	NIL	NIL
2	Distance Education Council	NIL	NIL	NIL
Other Grants				
3	Grants received from State Government	22312000	40000000	NIL
4	Grants received from other bodies	NIL	NIL	NIL
5	Donation	NIL	NIL	NIL
6	Tuition fees	119253.00		70934.00
7	Other fees		16192415.00	11573745.00
8	Interests		345813.00	936568.00
9	Sale of application forms	NIL	NIL	NIL
10	Others (Please specify)			

B. Total Expenditure

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
1	Salary, allowance and retirement benefits		80657167.00	68606058.00
2	Buildings (Construction and Maintenance)			
3	Library		30610.00	
	Laboratory		126120.00	33000.00
4	Scholarships			

5	Research and Development	NIL	NIL	NIL
6	Sports	NIL	NIL	NIL
7	Other expenses(IDP)		22312000.00	11156000.00

C. **Account and Audit status**

Sl. No.	Category	Response
1	Accounts (Audit) Status, whether audited? (Yes/No)	NO
2	If yes, by - 1. Local Accountant / 2. CA	

PART – B

VII. SWOC Analysis

SWOC Analysis will help in identifying the institution's strengths, weaknesses, opportunities and challenges and will assist us in making strategic plans and decisions.

A. Strengths

1. **GOVERNANCE** - A government institution where faculty is recruited through the Odisha Public Service Commission (OPSC) and the student admission strictly follows merit and reservation policy of Odisha State Government. Democratic and participatory governance ensures cordial relationships among the stakeholders and a healthy work culture on the campus.

2. **AUTONOMY**- The only government college in this District with autonomous status from 2006-07. This has provided freedom in designing syllabus, examinations and publication of results on time.

3. **FACULTY**- Out of the total strength of the faculty, more than 50% teachers hold PhD and many of them have qualified the National Eligibility Test/GATE.

4. **DEPARMENTS**- The College has 20 undergraduate and 17 postgraduate departments. The pass percentage of the post-graduate programmes is above 90%.

5. **5T**- The administration of the college is highly transparent and UG/PG admission invariably follows government rules and every decision made is under the purview of RTI Act.

6. **Examinations and Evaluation** - Evaluation system in the college keeps high standards of integrity. It ensures error free valuation of answer scripts and timely publication of results.

7. **Library** - The library of the college is one of the largest in Odisha, having around 60000 books, journals and magazines.

8. **Inclusiveness and Diversity**- Students and staff come from all communities and areas that are socially, economically or culturally divergent. This helps the institution to work with diverse ideas and opinions.

9. **Co-operation**- The cooperation of dedicated faculty and staff members ensures smooth functioning of the institution. The Faculty members

B. Weaknesses

1. Lack of Advanced Programmes for Inter-Disciplinary and Trans-Disciplinary Research- Though the college imparts high quality learning in all major branches of knowledge.

2. lacking in advanced programmes that facilitate inter-disciplinary and trans-disciplinary learning and research at the highest level such as postgraduate programmes in Anthropology, Psychology, Media Studies, Cultural Studies, Linguistics, Archaeology, Artificial Intelligence, Bio-Technology, Molecular Biology, Performing Arts, Mass Communication, Journalism etc.

3. Research Facility- The institute has lack of research facilities like, research laboratories, licensed software and research aids for conducting advanced research work by faculties and students.

4. Global Exposure- There are financial restrictions for providing Global exposure to students and faculty exchange programmes.

C. Opportunities

1. State University- The institute constitute of 40 Acres land area which can be utilised for futuristic infrastructure expansion and an opportunity for the institute to become a State University.

2. Geographical Advantage- Being in the heart of the city the college is blessed with several unique strengths. The college is well connected by road and railway networks. The easy accessibility attracts students with academic aptitude The strategic location has contributed to the inclusiveness and diversity of the college.

4. Since it is in a premier location with several colleges in the vicinity the institution has the option of reaching out to these for convenient academic collaboration such as Faculty Exchange Programmes and Inter-College Students' Seminars, among other ventures.

5. The staff members with their various connections possess the potential to provide many opportunities for academic and other collaborations and partnerships from which the institution may stand to gain.

6. The college can introduce more professional and employability courses in the coming sessions.

7. Employment Opportunity- High employment opportunities due to presence of large scale industries, companies.

8. Academic-Industry Interface-Since district of Angul is highly industrialised, there can be academic-industry interface and various employments specific courses can be designed and the college can be excellent hub for vocational education.

D. Challenges

1. Unable to Design and Implement New Programmes- Due to the non-availability of financial assistance for starting new programmes, the institution is unable to reap the full benefits of the academic autonomy granted to it.

2. Lack of Adequate Government Funding- Lack of adequate government funding is adversely affecting the attempts to continuously raise research quality to national and international levels. If enough funds are not provided it will create problems regarding the provision of quality research along with access to all.

3. Staff Pattern- Though there is a favourable teacher-student ratio, the current staff strength is not adequate for the smooth conduct of the additional functions of an autonomous college.

4. Placement- The students of the college who complete programmes on fundamental or basic branches of knowledge find it difficult to get a placement matching their qualification as markets are not generating knowledge intensive jobs.

5. Space constraint- The problem of space constraint is creatively addressed by making use of every available bit of space. Aim is to make this institute a Center of Excellence.

PART – C

VIII. Need Assessment

A. Curriculum Excellence

Sl. No.	Particulars	Response		
1	When the curriculum was updated last?	Year: 2023		
2	How frequently (time duration) the updating is done?	Yearly		
3	Does the curriculum help the students in			
a)	Skill development	YES		
b)	Personality development	YES		
c)	Enhancing Employability	YES		
d)	Generating interest among students for learning higher course	YES		
e)	Any other, Please Specify			
4	No. of total application received during last three years	2022 – 23	2021 - 22	2020 - 21
a)	for UG programs	7442	8000	7000
b)	for PG programs	800	621	354
5	Students' progression rate for higher studies			
a)	for UG programs			
b)	for PG programs			
6	Mention the top five programs opted by the students	UG level		PG level
		Odia		
		Computer Science		

B. **CourseVs. student enrolment ratio (Year wise) (sanction to enrolled ratio)**

Sl. No.	Programme /Course	Course vs. Student ratio		
		2022 – 23	2021 – 22	2020 – 2021
1	UG	1:1.46 (570:835)	1:1.56 (510:797)	1:1.3 (510:793)
2	PG	1:0.59 (300:178)	1:1.01 (100:101)	1:1.11 (100:111)

C. **Pedagogical Excellence**

Sl.No	Particulars	Responses
1	What is the teaching-learning systems currently followed in the institution? (For example, IT enabled learning, traditional method, Experiential method, Team Problem solving, Project based method, etc.) Pl. give brief of process followed.	A combination of all the following methods are followed in the classroom. <ul style="list-style-type: none"> • Traditional method • Team problem solving • project based method • It enabled teaching
2	Whether practical orientation in relation to teaching learning system is given to students?	Yes
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study and Simulations etc.) used for teaching students ?	Presentation, Demonstration, field survey, field study, case study are followed in this institution.
4	Does the institution conduct regular industry-academia interaction meetings? If yes, mention the number of such meetings during 2022-23 with detail about company and project.	No

5	What are the innovative teaching practices (like- smart classroom, conferencing, etc.) that are adopted in the institutes?	Smart class room, conferencing facility during seminars, seminar presentation using IT tools and group discussion..
6a.	Does the Institute have the practice of collecting feedback from students? (If yes, what process is followed)	Yes. IQAC collects feedback from the students.
6b.	Does the institute implement the suggestions from students' feedback for improving pedagogy?	Yes
7	Does the institute provide any best-teacher award or any other motivational measure for adopting improved teaching method? (Please specify)?	Teachers excelling in teaching and research are appreciated at the institution level.

D. **Academic Administration**

S I. N O .	Particulars	Response		
1	Does the institute prepare an academic calendar for the year? (Yes/No)	YES		
2	Does it follow the academic calendar strictly? (Yes/No)	YES		
3	Does the institute have student support systems	Mentoring	Tutoria I	Counseling
		YES	NO	YES
4	Whether detailed lesson plans are given to students? (Yes/No)	YES		
5	If yes, are the lesson plans followed strictly? (Yes/No)	YES		
6	What type of monitoring system is followed for ensuring course completion within the scheduled time?	Internal Academic Audit		
7	What type of attendance management system is followed in the institute?	Manual Attendance		

8	What type of feedback system is used for appraising the performance of faculty members?	360 Degree	Student's feedback	Self-appraisal	Any other, Please Specify
			YES	YES	
9	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)	YES			

E. Examination Reforms

Sl. No.	Particulars	Response
1	What is the current examination evaluation criteria? Computerized / Manual	Manual
2	If manual, is there a need of converting the evaluation criteria to computerized system? Yes / No If yes, why you think it is required?	YES
3	Whether practical examinations are integrated with the examination system? Yes / No	YES
4	What types of reforms are required in the present examination system?	
5	Is the examination system a continuous one? Yes / No. If yes, please mention in detail.	YES
6	What is the days' gap between completion of examination and publication of result?	45 Days
7	Should the gap be reduced? Yes / No If yes, Why you think this gap can be reduce and How?	No

F. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of expansion work is required for the existing infrastructure?	Library with Reading Room, Smart Class rooms, Central computer center, Student Activity Center
2	What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms etc.)	Laboratories, Library, Networking, Smart classrooms, Computer Labs
3	Whether creation of a laboratory /centralized computing / instrumentation facility/ etc. is required?	YES
4	What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	hostels, parks, residence, sports complex, gym, dispensaries, cycle stand, girls' common room
5	What type of infrastructural development work is needed for making them accessible for differently-able students?	Ramps and Elevator
6	What are the estimated financial needs required by the institute for executing the above?	3,14,14,581

G. Stakeholders Involvement

1. Does the institute have any mechanism of participatory management in academic, administrative, financial and in other affairs by involving Stakeholders such as (Y/N)?

Units	Teachers	Students	Parents	Alumni	Local Administration	Any other (Pl. Specify)
Academic	Yes	Yes	Yes	Yes	Yes	
Administration	Yes	Yes	No	Yes	Yes	
Finance	Yes	Yes	No	No	Yes	

Any other (Pl. specify)						
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2. How does the institute enhance participatory management in academic, administrative and financial affairs by involving local authorities?

Stakeholders	Academic	Administration	Finance
Teachers	Classroom teaching, syllabus preparation, lesson plan, examination, evaluation, counseling, etc.	As member/Coordinator/VP/OIC of committee	As member/Coordinator/VP/OIC of committee
Students	Seminar presentation, group discussions	Students representative in different committees	Students representative in different committees to utilise the funds in specific head
Parents	Through PTM and counseling programmes, parents are involved.	Parents have no direct role in administration of the institute.	Parents have no direct role in finance management of the institute.
Alumni	Invited to present seminars/ Extra mural lectures etc.	Alumni are represented in IQAC, Mo College, etc.	No direct involvement in finances but mostly an advisory role.
Local Administration	No direct involvement in academic activities but mostly an advisory role.	They are extending their support for the maintenance of academic and physical facilities of the institute.	We are receiving funds from DMF and other suitable schemes.
Any other			

H. Manpower Requirement

Sl. No.	Particulars	Response	
		Teaching	Non-teaching
1	Does the institute have adequate and skilled manpower? (Yes / No)	YES	No

I. Existing and required manpower?

Sl. No.	Programme /Course	Teaching		Non- Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
1	English	5	1	0	0
2	Odia	4	2	0	0
3	Pol. Science	2	2	0	0
4	Geography	2	0	1	0
5	Philosophy	1	2	0	0
6	Economics	3	4	0	0
7	Sanskrit	1	1	0	0
8	Sociology	1	1	0	0
9	Education	1	2	0	0
10	Hindi	1	0	0	0
11	History	2	2	0	0
12	Computer Science	1	1	0	0
13	Mathematics	5	0	0	0
14	Physics	8	0	1+2	1
15	Chemistry	9	0	3+1	1

16	Botany	2	3	2+1	0
17	Zoology	3	3	2+1	0
18	Commerce	4	1	0	0
19	Geology	0	2	0	0

J. Legal Compliances and other human development cell

Sl. No.	Name of the Cell / Committee	Availability	Name of In-charge/ Head/ Lead	No. of members
1	Legal Cell	YES	Mr Abhay Kumar Mallick	2
2	Equal Opportunity Cell	YES		
3	Sexual Harassment Cell	YES	Ms Saswati Subhadarsini	7
4	Anti-ragging Cell	YES	Dr Abhimanyu Das	13
5	Right to Information cell	YES	Principal	3
6	Intellectual Property Right Cell	YES		
7	Disciplinary Committee	YES	Dr Abhimanyu Das	13
8	Ethics Committee	YES		
9	IQAC	YES	Dr Suresh Chandra Rajahansa	20
10	Any other, please specify			

K. Please give a brief detail about IQAC cell (Role and function of the Cell, No. of meeting held in last 3 years, major action initiated, taken, etc.)

IQAC planned for the smooth functioning of academic and administrative affairs of the institution. Utmost care has been taken for proper arrangement of classes. IIPA for 3rd cycle NAAC accreditation was submitted. SSR preparation and documentation is going on. Updated the AQARs. Conducted Extramural talks in the form of webinars and seminars. Regular counselling conducted for the students and teachers. HoDs and other faculty members were advised to counsel the student properly. More than 30 numbers of IQAC meetings were conducted to materialize all academic and administrative decisions taken. Academic and Administrative audit conducted for the smooth functioning of college.

L. How does institute make mandatory disclosures of any information?

Means	Process followed
Institute Website	YES
Collective/College Notice Board	YES
Departmental notice board	YES
Any other means (Pl. Specify)	Whatsapp Group of Staff and Students

M. Audit process and status

Sl. No.	Audit	Status (Conducted/Not conducted)	Process
1	Academic Audit	Conducted	Through a committee with external members.Department wise.
2	Gender Audit	Not-conducted	
3	Energy Audit	Not-conducted	
4	Green Audit	Not-conducted	
5	Financial Audit	Conducted	Departmental Audit(DHE), AG Audit
6	Research Audit	Conducted	Through the Research Coordination Committee and IQAC.
7	Administrative Audit	Conducted	Through IQAC
8	Any other (Pl. specific)		

N. Monitoring and Evaluation

1. What Type Of Decision Mechanism is adopted by the institute?

1st Step:

When a matter of urgency arises or when a decision regarding some academic or administrative affairs needs attention, the concerned committee meets, discusses the problem threadbare, and makes necessary resolution to resolve the issue.

2nd step:

The resolution is placed before the principal for necessary approval.

3rd step:

The Principal approves the recommendations in toto or with modification.

4th step:

The decision thus taken is carried out by the concerned section.

2. Does The Following units/systems of the institution need support to work effectively and seamlessly implement their plans?

Sl. No	System / Unit	Need (Yes/No)	Pl. Specify the kind of support needed
a)	Administrative System	Yes	Office automation.
b)	Academic System	Yes	More teaching and learning materials.
c)	Financial system	Yes	Accounts Automation.
d)	Any other (Pl. Specify)		.

O. Student Placement

Sl. No.	Particulars	Response
1	What are the most important industries in the geographical area of the institute?	NALCO JINDAL Steel TATA-Bhusan Steel RUNGTA MGR MCL TTPS
2	Which industries employ the most college graduates?	NALCO JINDAL Steel Bhusan Steel MCL

3	What specific skills or attributes are local employers seeking in their employees?	IT MBA Management
4	What skills do the local employer need, but do not get in local hire?	They look for technical and management skill
5	Besides available skills for self-employment, what are the other constraints that youth may face and what kind of support do they need?	Funding to start a new project

P. **Support Required for students with disadvantaged background**

Sl . No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1.	What academic programs the following students are currently enrolled in?	
a)	Women students	All programmes
b)	Schedule Caste Students	All programmes
c)	Schedule Tribe Students	All programmes
d)	Students from EWS (Economically Weaker Section)	All programmes
e)	For Differently-abled students	All programmes
2.	What academic programs are seeing growth in enrolment of following students?	
a)	Women students	All programmes
b)	Schedule Caste Students	All programmes
c)	Schedule Tribe Students	All programmes
d)	Students from EWS (Economically Weaker Section)	All programmes
e)	For Differently-abled students	All programmes
3.	What are the employment outcomes for following students after passing out of the institution?	
a)	Women students	Not upto expectation
b)	Schedule Caste Students	Not upto expectation
c)	Schedule Tribe Students	Not upto expectation
d)	Students from EWS (Economically Weaker Section)	Not upto expectation
e)	For Differently-abled students	Not upto expectation
4.	What is the academic/skill training support that following students may need for improving employability?	
a)	Women students	IT and office automation

b)	Schedule Caste Students	Special Coaching for competitive examinations.
c)	Schedule Tribe Students	Special Coaching for competitive examinations.
d)	Students from EWS (Economically Weaker Section)	Special Coaching for competitive examinations.
e)	For Differently-abled students	Special Coaching for competitive examinations.

PART – D

IX. Metrics and Targets

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
GOVERNANCE QUALITY INDEX							
% of Faculty Positions vacant	24%	10	05	02	01	0	100
% of non-teaching staff to teaching Staff	10%	05	03	02	01	0	100
No. of under graduation programs	19	19	19	21	23	23	100
No. of post graduate programs	21	21	21	23	23	23	100
No. of Doctoral programs	0	0	05	05	05	05	100
Delay in payment of monthly salary payment of faculty	0	0	0	0	0	0	0
ACADEMIC EXCELLENCE INDEX							
Timely Course completion	100	100	100	100	100	100	100
Exam conduction	100	100	100	100	100	100	100
Gap in declaration of results	45 Days	45	45	45	45	45	100
Plagiarism Check	No	No	YES	Yes	Yes	Yes	100

NAC Accreditation Grade	B+	A	A	A	A	A	100
NIRF Rank	No	No	Yes	Yes	Yes	Yes	100
Teacher Student ratio	1:35	1:35	1:30	1 :30	1:25	1:25	75
Space (teaching-learning) available for student (Square feet per student)	15	20	25	30	35	40	150
% of Visiting professors	0	0	05	05	05	10	100
% of students passing out with 60% or more marks	90	90	95	95	95	95	95
% of graduates employed by convocation	05	05	05	10	10	10	100
% of students receiving awards at National and International level	01	01	02	02	02	02	100
% of expenditure on Library, Cyber library and laboratories per year	10	10	10	10	10	20	100
% of faculty covered under Pedagogical Training	100	100	100	100	100	100	100
% of faculty involved in "higher education"	100	100	100	100	100	100	100
Functioning of IQAC	100	100	100	100	100	100	100
Dropout rate of student	01	01	01	0.5	0.5	0.5	100
No of foreign collaborations	0	0	01	01	02	05	100
Subscription to INFLIBNET for publication of research	No	yes	Yes	yes	yes	yes	100

Expenditure per student							
EQUITY INITIATIVE INDEX							
SC Student%	18	18	20	20	20	20	12
ST Student%	20	22	23	23	23	23	9
%j of female student	65	65	65	65	70	70	9
Functioning of CASH (Committee Against Sexual Harassment)	Yes	Yes	Yes	Yes	Yes	Yes	100
Functioning of Social Protection Cell	Yes	Yes	Yes	Yes	Yes	Yes	100
Language assistance programs for weak Students	0	0	0	0	0	0	0
RESEARCH AND INNOVATION INDEX							
Per-faculty publications per year	1	2	2	2	2	2	50
Cumulative Impact Factor of publication	30	50	60	70	80	100	50
Average H Index of institution (of all the scholars)	6	10	15	20	30	35	30
% of staff involved as Principal Researcher	50%	75	100	100	100	100	50
% of Research projects fully or more than 50% funded by external agencies, industries etc.	100	100	100	100	100	100	50
No. of patents granted	2	5	5	5	5	5	30

% of faculty receiving national/ international awards	0	5	10	10	10	10	10
% of income generated from Research studies to total budget for the institution	0	10	10	10	10	10	10
Doctoral degrees awarded per academic year (for faculty)	0	5	5	5	5	5	0
Doctoral degrees awarded per academic year (student)	0	5	5	5	5	5	0
% of expenditure on Research and related Facilities	5	5	5	5	5	5	10
Digitization of Masters and Doctoral thesis	0	Yes	Yes	Yes	Yes	Yes	0
Under Graduate Project Experience (UPE)	100%	Good	Good	Good	Good	Good	100
Capstone Project Experience (CPE)	100	Good	Good	Good	Good	Good	100
% of Income generated from non-grant Sources	0	5	5	5	5	5	0
STUDENT FACILITIES							
No of new professional development Programs	0	0	0	0	0	0	0
% of student participating in co-curricular activities	100	100	100	100	100	100	100
% of student participating in sports activities	50	60	60	70	70	75	50

Existence of Placement Cells and Placement Plan	Yes	Yes	Yes	Yes	Yes	Yes	100
% of expenditure on infrastructure maintenance and addition	100	100	100	100	100	100	100
Availability of hostel per out-station female student	Yes	Yes	Yes	Yes	Yes	Yes	50
Availability of hostel per out-station male student	Yes	Yes	Yes	Yes	Yes	Yes	50
Student Experience Surveys	Yes	Yes	Yes	Yes	Yes	Yes	100
INFRASTRUCTURE AND OTHERS							
Adequacy of Staff Quarters	No	No	Yes	Yes	Yes	Yes	70
% of Income generated from training courses	0	0	0	0	0	0	0
% of Income generated from consulting	0	0	10	10	10	10	10
Computer/digital facility in the institution	Yes	Yes	Yes	Yes	Yes	Yes	100
Internet connectivity of Campus	Yes	Yes	Yes	Yes	Yes	Yes	100

X. Five Year Plan

i. Strategic plan envisaged to manage the administrative structure

Year	Strategic Plan
2024-25	Principal->Bursars(1-Administrative;2-legal;3-academic;4-accounts)->HODs->Committees->(including teaching, non-teaching staffs, students representative, aluminise, local front liners etc.)
2025-26	Online grievance redressal.
2026-27	Office automation
2027-28	Complete automation of administration structure.
2028-29	Complete automation of administration structure.

ii. Projected growth rate in terms of student enrollment over the years

Year	Strategic Plan
2024-25	Expected enrolment is 100%
2025-26	Expected enrolment is 100%
2026-27	Expected enrolment is 100%
2027-28	Expected enrolment is 100%
2028-29	Expected enrolment is 100%

In the current session i.e. 2023-24, the enrolment of students for different classes is attached herewith the student strength would remain the same unless it is increased by the government.

iii. Projected growth rate of girl student enrollment over the years (The girl student’s enrollment for session 2023-24 for different classes is attached)

Year	Strategic Plan
2024-25	Likely to show an upward trend
2025-26	Likely to show an upward trend
2026-27	Likely to show an upward trend
2027-28	Likely to show an upward trend
2028-29	Likely to show an upward trend

iv. Projected growth rate of boy student enrollment over the years(The boy student’s enrollment for session 2023-24 for different classes is attached)

Year	Strategic Plan
2024-25	Likely to be the same as in last session
2025-26	Likely to be the same as in previous session
2026-27	Likely to be the same as in previous session

2027-28	Likely to be the same as in previous session
2028-29	Likely to be the same as in previous session

v. Plans to remodel the subjects, course and curriculum according to the anticipated growth

Year	Strategic Plan
2024-25	Course structure to be revamped in line with NEP 2020.
2025-26	Steps will be taken to introduce 10 add-on courses.
2026-27	Number of Add-on courses to be increased to 25.
2027-28	Number of Add-on courses to be increased to 40.
2028-29	50 Add-on courses with 100% enrollment of students.

vi. Plan to ensure an adequate number of qualified faculty members to support the projected growth

Year	Strategic Plan
2024-25	Govt. will be requested to fill all approved vacancy by the year end.
2025-26	20% of Guest faculties to be replaced with permanent faculty.
2026-27	Additional faculties for PG classes. Demand to be placed for 2 faculties each for PG Depts.
2027-28	More than 60% faculties should have PhD qualification.

2028-29	Faculties to be allowed to join Refresher courses/FDPS/Orientation Programs, to apply for more projects so that the college has at least 10 projects.
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vii. Plan to maintain the faculty-to-student ratio as it grows in the coming years

Year	Strategic Plan
2024-25	By engaging at least one guest faculty in each new PG teaching department.
2025-26	By requesting the govt to fill at least 20% of the vacant posts by regular faculties.
2026-27	By requesting the govt to fill at least 40% of the vacant posts by regular faculties.
2027-28	By replacing 50% of guest faculties by regular faculties.
2028-29	By replacing all guest faculties by regular faculties.

viii. Training and development plans for new faculty

Year	Strategic Plan
2024-25	Allow 20% of faculty to attend refresher courses/FDPs.
2025-26	Organize at least 02 national seminars to increase exposure.
2026-27	Organize 05 state and 02 national seminars to increase exposure.
2027-28	Allow 25% of faculty to attend refresher courses/FDPs.
2028-29	Allow 10% faculties to enroll as Research Guides.

ix. Process to adopt the assessment/ evaluation of performance and Effectiveness of faculty members. Will there be any changes implemented to accommodate the growth?

Year	Strategic Plan
2024-25	Through collection of opinion of students
2025-26	Through collection of opinion of students
2026-27	Through collection of opinion of students
2027-28	Through collection of opinion of students
2028-29	Through collection of opinion of students

x. Plan to attract and recruit new faculty members align with institute academic standards and values

Year	Strategic Plan
2024-25	The institute is a govt institute. OPSC selects the teaching staffs
2025-26	The institute is a govt institute. OPSC selects the teaching staffs
2026-27	The institute is a govt institute. OPSC selects the teaching staffs
2027-28	The institute is a govt institute. OPSC selects the teaching staffs
2028-29	The institute is a govt institute. OPSC selects the teaching staffs

xi. Strategies to ensure sufficient classrooms to accommodate the anticipated increase in student enrollment

Year	Strategic Plan
2024-25	
2025-26	
2026-27	
2027-28	
2028-29	

xii. Plan to organize the classrooms on the basis of projected growth (For e.g. Constructing new classrooms, adjusting in some other buildings, etc.)

Year	Strategic Plan
2024-25	All PG departments opened during 2022-23 and 2023-24, not allotted dedicated dept rooms earlier, will function from the new IDP building.
2025-26	
2026-27	
2027-28	
2028-29	

xiii. Plan to ensure that classrooms are equipped with modern teaching aids, equipment, and resources to facilitate effective learning

Year	Strategic Plan
2024-25	
2025-26	
2026-27	
2027-28	
2028-29	

xiv. Any anticipation in growth of students' enrolment that demand for hostel accommodation in coming years.

Year	Strategic Plan
2024-25	10% increase in students enrollment who will come from different areas is anticipated as new course like % years agribusiness, MCA are introduced in self-financing mode(PPP).
2025-26	More 10% increase in students enrollment who will need hostel accommodation is anticipated if B.Ed/ DELED courses are introduced.
2026-27	More 20% increase in students enrollment will be possible if college is upgraded into university.
2027-28	20% increase in students enrollment will be possible if free coaching for different competitive examinations(jobs) are imparted as a part of curriculum.
2028-29	20% increase in students enrollment will be possible if economically weak hostel boarder get monthly scholarships.

xv. Plan to ensure sufficient hostel facility to accommodate the anticipated increase in students

Year	Strategic Plan
2024-25	Students strength of Women's hostel no.2 to be increased by constructing 1 st floor with indoor game facilities.
2025-26	One ST/SC hostel (200) seated Men and One ST/SC hostel (200) seated Women will be constructed.
2026-27	Expansion of Men's hostels and women's hostels to be done.
2027-28	Renovation of existing Men's and Women's hostels.
2028-29	Construction of 500 seated OBC/SEBC hostels for both Men and Women.

xvi. Expansion or construction plans for additional hostel facilities to support the growth

Year	Strategic Plan
2024-25	Construction of 1 st floor of 2 nd women's hostel with Badminton, Tennis, TT court.
2025-26	200 seated SC/ST hostels for both Men and Women with big auditorium facility.
2026-27	Construction of a common Entrance, Gardens, Library for hostels.
2027-28	Construction of solar panels on hostel roofs, gardens for Green Energy.
2028-29	Construction of yoga court, small dispensary for health care of boarders in 500 OBC/SEBC men and women hostels.

xvii. Plan to ensure that the quality and comfort of hostel accommodation are maintained or improved with the projected growth

Year	Strategic Plan
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2024-25	A health care dispensary to be built in the campus.
2025-26	A lift facility to be made for ¾ storied hostels.
2026-27	Green gardens to be maintained for good environment.
2027-28	Safe drinking water facilities to be in latest technologies.
2028-29	Extra-mural teachings to be imparted to boarder for holistic growth.

xviii. Plan to address the dining and mess facilities to cater to the increased student population

Year	Strategic Plan
2024-25	Boarder's committee and representatives will ensure quality of food served.
2025-26	Regularly quality of foods to be checked by teachers and committee of the college.
2026-27	Reputed Mess Managers to be entrusted with food of the hostels.
2027-28	Healthy oil and good food to be served in proper hygienic atmosphere.
2028-29	Good cooks are entrusted with cooking and serving food to boarders.

xix. Any anticipate in growth of students enrollment that impact the demand for placement and internship opportunities in future days

Year	Strategic Plan
2024-25	Comprehensive career development programs, including job readiness training, resume building, interview coaching, and networking opportunities will lead to growth in student's enrollment.

2025-26	Collaborating with industry leaders enhances the institution's credibility and can attract more students seeking career-focused education.
2026-27	As Angul is a district of industrial hub, so MOUs with various industries like NALCO, JINDAL, MCL, etc will certainly increase the growth of student's enrollment.
2027-28	Conduct of Regular job fairs will encourage the students' enrollment.
2028-29	Increased percentage of student's Pre-placement and placement in various companies will attract the students to enroll.

xx. Plan to cater the increased growth of students seeking placements and internships

Year	Strategic Plan
2024-25	As more students will be seeking placements and internships, a well structured placement cell to be framed.
2025-26	Tie-up with different local industries for internship and Pre-placements.
2026-27	More placement training programmes will be organised for employability.
2027-28	More MOUs with placement training institutions to be signed.
2028-29	Liasoning with multinational companies for internship and Pre-placements.

xxi. Can you provide insights into any Plan or initiatives or programs to enhance industry connections and partnerships to expand placement and internship opportunities for the students?

Year	Strategic Plan
2024-25	Collaboration with DIC to provide job opportunities to the students.

2025-26	As Angul is a district of industrial hub, so MOUs with various industries like NALCO, JINDAL, etc will be signed.
2026-27	Nearby industries will be invited to conduct Pre-placement programmes in the institute.
2027-28	Partnership with industries to provide students with practical exposure to industry work culture.
2028-29	Syllabus and curriculum will be updated to have an industry component to accommodate internships in the final semester.

xxii. Plan to facilitate networking events, career fairs, or industry-specific workshops to connect students with potential employers

Year	Strategic Plan
2024-25	Periodical career awareness programmes will be conducted for each department.
2025-26	Industry specific workshops will be organised by each department.
2026-27	Job fairs both online and offline will be organised in the institute to bridge the gap between employers and potential talents.
2027-28	Training programmes, group discussions, workshops, aptitude tests, mock interviews, etc. will be organised.
2028-29	Co-ordination with alumni and industry professionals to provide networking opportunities for students.

xxiii. Plan to support and encourage faculty personal projects and research endeavors as it experiences growth in the next five years

Year	Strategic Plan
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2024-25	<ul style="list-style-type: none"> i. Conduct a comprehensive assessment to understand the current state of faculty research, identify gaps, and gauge the level of support required at each level. ii. Establish a dedicated office to serve as a central hub for research support. This office can provide information, resources, and assistance to faculty members pursuing personal projects.
2025-26	<ul style="list-style-type: none"> i. Offer workshops and training sessions on research methodologies, grant writing and project management. ii. Introduce special funds to establish infrastructure and research labs
2026-27	<ul style="list-style-type: none"> i. Invest in expanding research infrastructure, including laboratories equipment, and technology. ii. Strengthen relationships with external partners, including industry, government agencies, and other research institutions.
2027-28	<ul style="list-style-type: none"> i. Form research clusters or interest groups based on common themes or areas of expertise. ii. Implement a faculty recognition program to acknowledge and reward outstanding research contributions.
2028-29	<ul style="list-style-type: none"> i. Develop sustainable funding strategies for research support and expand community outreach programs that connect faculty research with the broader community. ii. Implement a robust system for monitoring and evaluating the impact of faculty research and emerging trends and technologies to empower cutting age research.

xxiv. Revised/ formulate/ policies or guidelines to encourage faculty publication in renowned journals and conferences

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> i. Give access to various reputed journals in the different areas of Science and Technology. ii. Provide financial support for faculty members to cover conference registration fees, travel and related expenses to attend national and international conferences and publish their work.
2025-26	<ul style="list-style-type: none"> i. Organize regular workshops and training sessions on academic writing, manuscript preparation, and submission processes. ii. Encourage collaborative research initiatives by providing incentives for multi-author publications and interdisciplinary projects.
2026-27	<ul style="list-style-type: none"> i. Establish a structured incentive system based on the impact factor of the journals and the prestige of conferences. ii. Introduce institute awards for outstanding publications and presentations at conferences and recognize faculty achievements through annual awards ceremonies.
2027-28	<ul style="list-style-type: none"> i. Regularly benchmark against peer institutions and stay updated on best practices in prompting faculty publications. ii. Clearly outline the criteria for promotion and tenure related to search productivity.
2028-29	<ul style="list-style-type: none"> i. Establish mentorship program where experienced researchers mentor junior faculty in the publication process. ii. Develop a centralized database to track faculty publications.

xxv. Anticipate on growth of students enrolment that demand for library resources and services in the coming years

Year	Strategic Plan
2024-25	Conduct needs assessment. Analyze current student enrollment trends. Survey students to understand their preference. Orientation programme to be organised.
2025-26	Expand library's physical and digital collection. Implement programmes to actively engage students in utilizing library resources such as workshops, book clubs, reading initiatives
2026-27	Setting up specific study spaces such as civil services corner etc. to encourage students to achieve their goals. Develop and promote virtual library services , allowing students to access resources remotely.
2027-28	Evaluate the library's budget and available resources to determine if additional funding will be needed to support the anticipated growth in demand. Consider reallocating funds from less utilized areas or seek additional funding from the institution if necessary.
2028-29	Extend Library hours. Improve access to library resources by implementing technologies such as self-check in and self check-out stations.

xxvi. Plan to ensure that the library infrastructure and resources can effectively support the anticipated increase in student population

Year	Strategic Plan
2024-25	Setting up of e-library and cloud based library management system. More number of digital platforms for resources to be made available to the users.
2025-26	Establishment of New Ultra Modern Central Library. Expand Reading room capacity.
2026-27	RFID Technology to be implemented. Upgrade technology infrastructure to support increased usage of digital resources and services. Infrastructure will be provided for free wifi facilities. Setting up different learning spaces

2027-28	Expand the library's collection to meet the needs of a larger student population. Allocate funds to acquire additional copies of high-demand materials and new resources relevant to the curriculum and research interests.
2028-29	Enhance digital collections by investing in e-books, online journals, databases, and multimedia resources.

xxvii. Plan to update and expand its collection of books, journals, and digital resources to meet the evolving academic needs of the students

Year	Strategic Plan
2024-25	Review the library's budget and allocate funds specifically for collection development. Subscription of N-LIST platform for E-Resources
2025-26	Work closely with faculty members to identify recommended readings, textbooks, and research materials for their courses. Solicit feedback from students on their academic interests and resource preferences.
2026-27	Acquire a mix of print and digital resources to cater to different preferences and accessibility needs. Invest in e-books, online journals, databases, and multimedia resources to provide comprehensive coverage.
2027-28	Track circulation statistics, database usage, and other metrics to assess the impact of new acquisitions. Use usage data to inform future collection development decisions and reallocate resources as needed. Allocate funds to acquire additional copies of high-demand materials and new resources relevant to the curriculum and research interests.
2028-29	Expand access to resources beyond the library's own collection through interlibrary loan services. Develop partnerships with other libraries and consortia to facilitate resource sharing and access to materials not available locally.

xxviii. Plan to ensure the infrastructure needs, such as laboratories, research facilities or specialized equipment, align with the projected growth and support the academic programs effectively.

Year	Strategic Plan
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2024-25	<ul style="list-style-type: none"> i. Evaluate the current capacity of laboratories and facilities to determine whether they can accommodate the projected growth. ii. Collaborate closely with academic departments to understand their programmatic and research requirements.
2025-26	<ul style="list-style-type: none"> i. Create a comprehensive infrastructure master plan that outlines the institutions long-term vision for laboratory and research facilities. ii. Ensure the master plan is flexible to accommodate changes in academic programs and emerging research areas.
2026-27	<ul style="list-style-type: none"> i. Align the budget with the identified infrastructure needs. Prioritize funding for critical areas such as new laboratories, equipment, and facility upgrades. ii. Invest in state-of-the-art equipment to enhance research capabilities and ensure that laboratories are equipped with the latest technologies to develop a central sophisticated analytical facilities and smart laboratories with cyber security measures to protect sensitive research data.
2027-28	<ul style="list-style-type: none"> i. Promote interdisciplinary collaboration by creating shared spaces for research between different departments. ii. Implement sustainable design principles in new constructions to reduce environmental impact.
2028-29	<ul style="list-style-type: none"> i. Adhere to safety and health regulations to create a secure working environment for students and faculty. ii. Implement a regular schedule for maintenance and upkeep of laboratories and equipment.

xxix. Anticipation growth of students' enrollment that impact the availability and distribution of scholarships in coming years

Year	Strategic Plan
2024-25	Helpdesk may open for scholarship
2025-26	Special awareness for scholarship
2026-27	Regular information will be given in different platform
2027-28	Different posters of scholarship will be displayed
2028-29	Helpdesk phone number may be shared

xxx. Plan or initiatives to expand the scholarship offerings to accommodate the anticipated increase in the student population

Year	Strategic Plan
2024-25	Displaying different posters of scholarship in prominent places of college
2025-26	Scholarship portals will be displayed in notice board
2026-27	Time to time scholarship awareness programme will be held
2027-28	Awareness in compulsory classes about scholarship
2028-29	Organize quiz competition about scholarship

xxxi. Anticipation on projected growth rate that impact overall financial needs in the next five years

Year	Strategic Plan
2024-25	Opening of new PG subjects, New UG subjects & self-finance courses under PPP mode.
2025-26	Opening of new PG subjects, New UG subjects & self-finance courses under PPP mode.
2026-27	Opening of new PG subjects, New UG subjects & self-finance courses under PPP mode.
2027-28	Opening of new PG subjects, New UG subjects & self-finance courses under PPP mode.
2028-29	Opening of new PG subjects, New UG subjects & self-finance courses under PPP mode.

xxxii. Any specific areas where the institute foresees increased financial requirements due to the anticipated growth

Year	Strategic Plan
2024-25	New class rooms, library room, reading room, sports room required.
2025-26	Ultra-modern library room with reading room.
2026-27	Sports complex.
2027-28	Modern Gymnasium.
2028-29	Modern auditorium.

xxxiii. Plan to upgrade or enhance existing facilities and resources to support the anticipated growth

Year	Strategic Plan
2024-25	
2025-26	
2026-27	
2027-28	
2028-29	

xxxiv. Plan to address potential challenges or bottlenecks in terms of infrastructure as it grows

Year	Strategic Plan

2024-25	
2025-26	
2026-27	
2027-28	
2028-29	

XI. Institutional Projected Budget (Rs. in Crores)

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
1	Infrastructure						
	Modernization and strengthening of laboratories						
	Establishment of new laboratories for new PG programs						
	New classroom						
	Staff Quarters						
	Modernization of classrooms						
	Upgradation of Learning Resources						
	Hostel facility for students						
	Procurement of furniture						
	Establishment/Upgradation of Central and Departmental Computer Centres						
	Modernization/improvements of supporting departments						
	Modernization and strengthening of libraries and increasing access to knowledge resources						

	Refurbishment (Minor Civil Works)						
2	Research and development support						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes						
	Provision of resources for research support						
	Enhancement of R&D and institutional consultancy activities						
3	Faculty Development Support						
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on Training Needs Analysis						
4	Institutional reforms						
	Technical assistance for procurement and academic activities						
	Institutional management capacity enhancement						
5	Academic support						
	Creation of new departments/courses						
	Enhanced Interaction with Industry						
	Temporary faculty engagement						

	Student support activities						
6	Others (Pl. Specify)						
	TOTAL						

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