Annexure 4: Institutional Plan Template Sample Template for Institutional Plan

1. INSTITUTIONAL BASIC INFORMATION

Institutional Identity:

- Name of the Institution : **SWAMI SAHAJANAND COLLEGE CHAS, (BOKARO)**
- Is the Institution approved by Regulatory body? : **Yes (Recognized by 2(f) and 12B of UGC Act.)**
- Furnish approval no. : **N/A**
- Type of Institution : **Govt. aided**
- Status of Institution : **Permanently affiliated to BBMKU, Dhanbad**
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	**Name**	**Phone Number**	**Mobile Number**	**Fax Number**	**E-mail Address**
Head of the Institution (Full time appointee)	Dr. Bipin Kumar	06542265439	9334778478		kumarbipin1962@gmail.com
RUSA Institutional Coordinator	Dr. Ram Krishna Mahato	06542265439	8709433601		ramkrishnamahato@gmail.com
Nodal Officers for:					
Academic Activities	Dr. Guna Ram Mahatha	06542265439	9334289366		drgunaramssc@gmail.com
Civil Works including Environment Management	Prof. Nabin Kumar Mahato	06542265439	7004500578		mahato.naveen@gmail.com
Procurement	Prof. Ashutosh Mahatha	06542265439	9304987875		ashutoshmahatha@gmail.com
Financial aspects	Dr. Nepal Mahto	06542265439	8789522367		nepalmahto769@gmail.com
Equity Assurance Plan Implementation	Prof. Sharat Chandra Sharma	06542265439	9279734927		sharatsharma70@gmail.com

Academic Information :

- UG /PG /Ph.D. programs offered in Academic year 2020-21

S. No	Title of programs	Level (UG, PG, PhD)	Duration (Years)	Year of starting	sanctioned annual Intake	Total student strength
1	B.A 1ST , 2ND , 3RD Year in 6 Semester (CBCS)	UG	3 Years	2020-2021	N/A	**6414**
2	B.SC 1ST , 2ND , 3RD Year in 6 Semester (CBCS)	UG	3 Years	2020-2021	N/A	**803**
3	B.COM 1ST , 2ND , 3RD Year in 6 Semester (CBCS)	UG	3 Years	2020-2021	N/A	**781**

- **Whether Institution is accredited? 'Yes'**
  - **Grade- "B"**
  - **When 30th October 2017**
- **Accreditation Status of UG programs:**

Title of UGprograms bein offered	Whether eligible for accreditation or not?	Whether accredited ason 31st March 2021?	Whether "Applied for"as on 31st March 2021?

- **Accreditation of Status of PG programs: N/A**

Title of PGprograms being offered	Whether eligible for accreditation or not?	Whether accredited ason 31st March 2021?	Whether "Appliedfor" as on 31st March 2021?

Faculty Status (Regular/On-Contract Faculty as on March 31st, 2021)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status: Number in Position by Highest Qualification												Total Number of regular faculty inPosition	Total Vacancies	Total Number of contract faculty inPosition
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplin				
		R	C	R	C	R	C	R	C	R	C	R	C			

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15= (3+5+7+9+11+13)	16= (2-15)	17= (4+6+8+10+12+14)
Prof																
Asso Prof																
Asst Prof	52			09				19						28	24	06
Total	52			09				19						28		24

Prof = Professor, Ass. Prof = Associate Professor, Asst Prof = Assistant Professor, R=Regular, C=Contract

Baseline Data (*all data given for the following parameters to ALL disciplines*)

S. No	Parameters	
1	Total strength of students in all programs and all years of study in the year 2020-21	7998
2	Total women students in all programs and all years of study in the year 2020-21	4878
3	Total SC students in all programs and all years of study in the year 2020-21	719
4	Total ST students in all programs and all years of study in the year 2020-21	682
5	Total OBC students in all programs and all years of study in the year 2020-21	3125
6	Number of fully functional P-4 and above level computers available for students in the year 2020-21	06
7	Total number of text books and reference books available in library for UG and PG students in the year 2020-21	8128
8	Student-teacher ratio % of UG students placed through campus interviews in the year 2020-21	562
9	% of PG students placed through campus interviews in the year 2020-21	N/A
10	% of high quality under graduates (>75% marks) passed out in the year 2020-21	78 %
11	% of high quality post graduates (>75% marks) passed out in the year 2020-21	N/A
12	Number of research publications in Indian refereed journals in the year 2020-21	12
13	Number of research publications in International refereed journals in the year 2020-21	04
14	Number of patents obtained in the year 2020-21	N/A
15	Number of patents filed in the year 2020-21	N/A
16	Number of sponsored research projects completed in the year 2020-21	N/A

17	The transition rate of students in percentage from 1st year to 2nd year in theyear 2020-21 for : (i) all students (ii) SC (iii)ST (iv)OBC	 99.54% 99.00% 99.00% 99.54%
18	IRG from students' fee and other charges in the year 2020-21 (Rs. In lakh)	1,48,84,680/-
19	IRG from externally funded R&D projects, consultancies in the year 2020-21 (Rs. in lakh)	60,00000/-
20	Total IRG in the year 2020-21 (Rs. in lakh)	2,08,84,680/-
21	Total annual recurring expenditure of the institution in the year 2020-21 (Rs. In lakh)	1,92,71,075/-

2. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

Give the Executive Summary of the IDP:

Swami Sahajanand College, Chas, Bokaro established on 16th June 1984 situated in the rural and urban pocket of Chas subdivision in Bokaro District. The College is Permanently affiliated to Binod Bihari Mahto Koyalanchal University, Dhanbad, Jharkhand and registered under 2(f) and 12B of UGC act. Our college is Grant aided by Government of Jharkhand. The College Established with the novel cause of lighting torch of education among the backward area of Chas, Chandankiyari, Jaridih, Kasmar, Chandrapura and Border area of West Bengal. It is named after the worth son of soil Swami Sahajanand Saraswati. Who was not only the god of farmers but also was a prominent freedom fighter.

The College was started with 37 students but at present strength is about 8000 students enrolled with more than sixty percent (60%) girl's student alone. Sprawling over 5.08 acres of land with built up area of 4000 square meter. The College Campus is centrally located in the Chas on NH-32 at Tata-Dhanbad Raod. Being multi-faculty and multi-Disciplinary co-educational institution. The student pursues various under graduate courses in Humanities, Arts, Science and Commerce with Honours and General Courses in CBCS System. The College taken a good initiative to develop the vocational courses like BCA, BBA, Bio-Tech and Management skill development of students.

The College has Permanently Teaching Faculty strength Twenty Eight including Principal of the College, Non-Teaching staffs including Lab. & Laboratory (45).Working on academics arrangement basis. The College has Two NSS Units. The NSS Student has been engaged in rural development programme among illiterate rural male-female and Children. The College has Eighteen Classroom and Nine Laboratories, one specious Conference Hall/Seminar Hall. The College has 6 running Computer with Wi-Fi Connectivity and a Library with 8128 books and annual membership of N-List (INFLIBNET SERVICE) Ahemdabad.

Bokaro has a town of industries, where a huge number of workers are working in BSL, BCCL, CCL, DVC, ONGC, Electro Steel/Vedanta Steel etc. The College is marching ahead with the main

objective of spreading the light of education also among the schedule caste, schedule tribes, Other Backward Class, Minorities, displaced of this area the college is development personality of the students through carrier counseling cell and employed by placement cell. Many Student who have passed out from this College are serves the nation and society through different government Jobs, Various kinds of developments works are still under progress i:e Construction of girls hostel from UGC Funds and Up gradation of Laboratory and Library, Drinking water facilities from UGC Funds. A suitable playground for Cricket, Football, Tennis, Volley balls available in the College Campus.

The College campus is surrounded by a high wall boundary. The College is Marching a ahead under a team of dedicated and competent teaching and non-teaching staffs with confidence if and vision of skill a new light both in academic and extra curriculum or extra academic activities and to add new feather of glory to its reputation. The College recognize for very good examination results, involvements of students in extracurricular activities such as culture, sports and games, debate, essay, competition etc. They have own levels of prizes activities, shields and medals earned by them at different occasion, bear witness to their versality.

The College Started with a clear vision that it would pursue excellence in all activities and with the mission that it would trained young man and women as such worth citizen of the country as would carry the nation of the social change by their knowledge and skills. It is important for any centre of higher education to know that the service of the nation lies in imparting the quality education so that the young man and women would be trained fearless, leaders in the various areas of activities including research. The College should have the quality of mind and soul knowledge and skill so that the student can contribute the well being of the society. Attaining such level of knowledge in not possible without the classroom education and teaching. The students are given sample opportunity and interacting with teachers by joining the extension taken by very active unit of NSS. The College has well equipped Library and laboratory facility. The College also has a internal mechanism to insure quality education. The IQAC (Internal Quality Assurance Cell) has been formed 15/11/2013 and critical inputs coming out of the meeting of IQAC are one of the great help in improving the institutional quality. The College has started parents, Teacher meeting, department wise and faculty wise for open discussion and get honest feedback from the students and their parents also with alumini. The College is providing a reach learning and teaching environment so nature, the talents in calculating for lifelong learning.

- Implementation of Semester system with Choice Based Credit System in Undergraduate Program. Skill based courses, internal assessment system and Project/Assignment work performance for student has also been introduced.

- Implementation of a well defined and time bound plan of academic up gradation with personality development for students belonging the marginalized (SC/ST/OBC and Minority), and weaker sections of the society

- A comprehensive faculty development program to encourage innovative teaching practices, outcome based tertiary education, time relevant courses, self propelled growth in research and development through participation and contributions in Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs both at graduate levels.

- Expansion and modernization of existing infrastructure for UG (viz. Laboratories, Library, Networking, Smart classrooms) and creation of a centralized computing and instrumentation facility with sophisticated equipments relevant to growth of different specializations and

centralized digital library facility.

Implementation of a well defined and time bound plan of cooperation with the networked institutions / industries and open up avenues for collaborative research with Institution of importance and Universities abroad. A proactive effort for intensive interaction with industries through student training, faculty internships, collaborative consultations and contract research.

Provide the details of SWOT analysis carried out (in terms of methodology used, analysis and information - data as collected and inferences derived with respect to strengths, weaknesses, opportunities and threats).

A) Methodology Used –

Teamwork and Stakeholder Participation

- A core team of facilitators has been constituted; the team comprised identified key stakeholders ofthis institution.
- Core committee and sub committees have been constituted involving academic departments,sports department, administrative sections, library, students, alumni, guardians and others.
- This team/committee helped to bring out information, determine the Strengths, Weaknesses,Opportunities and Threats, and prioritize the actions.

Core committee –

Principal
Head of all departments,
Controller of Examination,
Institutional Monitoring cell,
,Coordinator RUSA,
Coordinator NSS
Sports Officer
Students representative
Guardians representative
Alumni representative And
Representatives of Corporate/Social Stakeholder

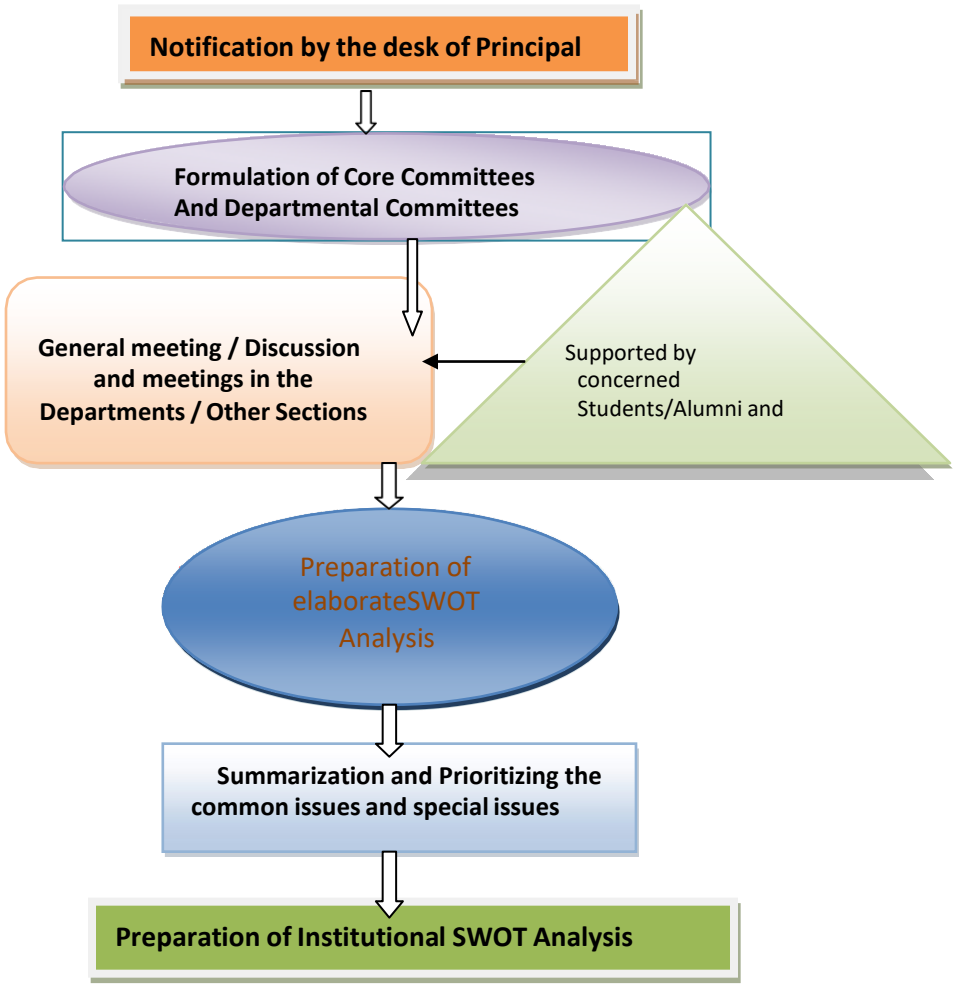
❖ **Sub committees –**

- Academic Reforms
- Cultural Activities
- Student's Welfare
- Community Services
- Employability Development
- Campus Management & Development
- Anti-ragging Cell
- Sexual Harassment Cell

Analytic Framework–

- For SWOT Analysis a notice was circulated to all the departments.
- Committees were organized and an urgent meeting was held.
- The draft SWOT was obtained from all the departments & committees.
- Based upon which the Institutional SWOT analysis has been prepared.

The steps in the SWOT Analysis is presented in the following Figure –



SWOT Analysis Summary-

Strengths:	**Weaknesses:**
✓ A well known college known for exclusivelyArts, Science and Commerce education in Bokaro District under BBMKU, Dhanbad. ✓ Well catchment area that creates admission pressure andgathered large number of marginalized (SC/ST/OBC) and girls students from not only surrounding villages & city but from every corners of the state. ✓ Highly qualified, Senior, well experienced, competentand dedicated faculty members. ✓ Team work, dedication and harmony among staff members. ✓ Large campus of 5.08 acre land, buildings comprises science departments with laboratory separately, auditorium/conference hall, canteen, and play grounds. ✓ Well established Autonomous cell and a College with potential for excellence. ✓ Healthy academic environment catering study of all basic Art, Science and Commerce (Hons and General) 23 Subjects. ✓ Functional Sports departments & NSS for both boys and girls. ✓ Facilities for students – Protected drinking water, High speed Wi-Fi internet access system, few no. of Computers, library and equipped sports department with indoor, outdoor games & Gym facility. ✓ Ongoing construction of Women's Hostel by UGC.	✓ projects. Inadequate , Student: Teacher‟ ratio. ✓ Heavy work load on faculty members and less no. of supporting (technical & non-technical) staffs. ✓ Inadequate infrastructure i.e. class room, Laboratory, library, laboratory equipments, Sports facilities and common room with toilet as per growing student's strengths. ✓ Insufficient faculty, laboratory and office staff, skilled & qualified laboratory technician. ✓ Lack of Reading hall, Girls common room, Girlshostel, Central Library, Administrative building, Conference hall, Auditorium Central computer laboratory for teachers, staffs & students, staff quarter & guest house. ✓ Insufficient fund provided by the government.
Opportunities:	**Threats:**
@ Recognition as a well reputed and prestigious institute ofhigher education. @ Well availability of students to increase the intake capacity and thrust of academic enhancement in this area. @ Availability of resource person in skirting area. @Linkage/collaboration with different institutes. @apacity to enhance Vocational / Job oriented /Professional courses. @ Mobilization of external agencies through tie up. @ Scope of various extension activities for society.@Scope to strengthen cultural and sport's talent. @ RUSA as a major source of funding for heads and State Government.	❖ *Sudden growth* of technical education and no corresponding change in school education, so the qualityof entry into higher education is in question. ❖ *Attractive* terms and conditions offered by industries to the brilliant students, reducing the availability of students for higher studies. ❖ Continuous need to revise the course content and high *redundancy* rate of the available resources. ❖ Inadequacy in availability of proportionate infrastructure and funds with reference to time and space. ❖ Less employability and lack of communication skills. ❖ Complex purchase / procurement procedure. ❖ The quality of academic services, research activities and student support programs are a few of the challenges ahead.

- **Based on SWOT analysis, provide the "strategic plan" developed for institutional development.**

STRATEGIC PLAN:

- New Courses/subjects have to be started –
  - ✓ Undergraduate and Vocational Program in Biotechnology, Computer Science and BBA.
  - ✓ Biochemistry as an optional subject in UG course
  - ✓ Environmental science & Disaster Maintenance - subject in UG course
- Short term job oriented course/training programs have to be conducted –
  - ✓ Mushroom cultivation
  - ✓ Vermi-compost production
  - ✓ Electronic equipment repairing and maintenance
  - ✓ Computer maintenance
  - ✓ Herbal gardening and Floriculture
  - ✓ Artificial seeds and Explants (culture seedlings) production
  - ✓ Chemical laboratory management
  - ✓ Communicative English / Spoken English
- Construction and Renovation work has to performed –
  - ✓ Construction of laboratory all science and arts faculty.
  - ✓ Construction of Twelve Class rooms
  - ✓ Construction of Library with Reading hall
  - ✓ Construction of Girls common room
  - ✓ Renovation of existed laboratory (UG)
  - ✓ Renovation of Class rooms
  - ✓ Extension of Women's hostel
  - ✓ Construction of Zoological Museum and botanical garden
  - ✓ Sports complex with hall for Indoor games
  - ✓ Construction of Conference Hall
- Campus development and community work has to be performed –
  - ✓ Establishment of Solar system to avail/utilize non-convention energy in campus
  - ✓ Renovation of existed Electrification of College premises
  - ✓ Development of Herbal Garden in the campus
- Academic and Examination reforms – Following system has to be adopted and formulated
  - ✓ Research project in sixth semester of UG courses in geography, geology, sociology and anthropology
- Establishment/Enhancement programs for academic development has to be performed –
  - ✓ Establishment of Central computer laboratory
  - ✓ Enhancement of Placement & Counseling Cell
  - ✓ Enhancement of Student & Teacher/Mentor Cell

- **How the key activities proposed in the Institutional Development Proposal are linked with the resultsof SWOT Analysis.**
  - SWOT analysis is a wider task that has been completed with the co-operation of all concerned after which it could be drawn a list of some of

our strengths and innumerable weaknesses.

- The entire proposed institutional development plans are made by taking cue from the SWOT. Most of these weaknesses discussed during the interaction of the departments have been taken notice of and the plans for strengthening have been thoroughly drawn and proposed accordingly.
- Action will be made according to proposals and would be executed by most of them who was involved in SWOT analysis.
- In this way the activities proposed in the IDP are linked with the results of SWOT analysis.

2.3 State the specific objectives and expected results of your proposal (in terms of "InstitutionalStrengthening and Improvements in employability and learning outcomes of Graduates". These objective and results should be linked to the SWOT analysis.

- Quality education, Personality development, Job opportunity and Self Employment skill development.
- Fulfill the criteria of higher education in real sense.
- To increase the student enrolment and increase their employability.
- The expected results of the plan would be increase student enrolment, increase in their employability andfulfilling the ultimate goal of RUSA i.e. 32 % Gross Enrolment Rate.

2.4 Provide an action plan for: (max 1 page each)

(a) Improving employability of graduates-

- The present scenario in general for the employment opportunities around the location of the College is rather gloomy. The place is not a business center in the true sense of the word. Coming from a rural background, the pass-outs of the College are also not quite eager to go out for jobs. They wouldprefer a job near their homes. Job-oriented courses including some vocational/skill development programmes shall be taken up/started, tailor-made to suite the industrial needs. A liaison may be maintained with the employing industries so that the products of the College are satisfactorily employed there.
- Hence, following action has been planned –
  - ✓ To create self employment environment in student community and short term course/training programs - Mushroom cultivation, Vermi-compost production, Herbal gardening, Floriculture, Computer maintenance will started parallel to the undergraduate courses.
  - ✓ Coaching classes in the light of seasonal competitive examination will be organized periodically, especially for marginalized (SC/ST/OBC/Disable Person) and girls students.
  - ✓ Efforts will be taken to organize campus selection by Industrial groups.

(b) Increased learning outcomes of the students -

- The College already has a very good academic record; may be said *satisfactorily well* given the rural background students. Having faced selection processes, many students have been selected for different posts.
- However, it has been planned to following action will be taken –
  - ✓ Regular monitoring and support by Carrier guidance cell.
  - ✓ Special attention towards guidance for competitive examination and interviewsto undergraduate students at final year level.
  - ✓ Organize a functional "Graduate destination survey &

guidance Cell."

- ✓ Other weak-links shall be identified and shall be removed through specialclasses.
- ✓ Personality development programs will be organized.

(c) Obtaining autonomous institution status within 2 years - N/A

(d) Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the Project and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programs.

- ➢ As we have already applied for accreditation, therefore we are sure to achieve this targetwithin a limited time frame for both UG programs.

(e) Implementation of academic and non- academic reforms (details given in RUSA Document) -

- ➢ So far as the academic reform is concerned the RUSA document emphasizes upon the introduction of semester system at all levels of higher education based on experiences of Europe and America. The benefits of the system being enlarged curricula space, enhanced opportunities for learning etc.
- ➢ In this College the semester system has already been introduced for UG courses.
- ➢ Hence, following action has been planned for Implementation of academic and non- academic reforms –
  - ✓ Semester system will have to introduce at UG level.
  - ✓ Courses of vocational Biotechnology, BBA and BCA will be started soon.
  - ✓ A course of Environmental Science & Disasters management will be started soon.
  - ✓ For implementing such non-academic reforms we will organize technicaltraining programs for laboratory technician's non-technical staffs at regular intervals.

(f) Improving interaction with industry –

- ➢ Though we already have a placement cell yet we require improvement in interaction with industry for the purpose of generating more employment for our students. Once we arrange for the required vocational courses along with UG our students would be in a position to serve the industry in the desired way. For the said purpose we shall devise a plan for interaction of people from various industries and students from different curricula.
- ➢ A sincere efforts will be taken improving student's interaction

(g) Enhancement of research and consultancy activities –

- ➢ This College is a recognized research centre for all basic science subjects and faculty members indifferent departments are engaged in research work with their research scholars, however enhancement of research and consultancy activities is needful.
- ➢ Hence, following action has been planned -
  - ✓ A well equipped Central Research Laboratory will be established.
  - ✓ Seminar / Conferences/Workshop will be organized regularly/periodically.

✓ Efforts will be made by faculty members to take more Research Project fromdifferent funding agencies.

2.5 Provide an action plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as Remedial and Skill Developmentclasses for increasing the transition rate and pass rate with the objective of improving their employability.

- The Scholarship program of the state government is a step in the right direction. It is aimed at enhancing the Gross Enrolment Rate of the marginalized sections like SCs, STs and OBCs and Minority.
- Apart from this very pious step the academic performance of the students from these sections also needs to be improved then only the sole aim of employability can be achieved. For this we can have extra remedial classes for such students who feel the need. Such steps would definitely increase the transition rate and pass rate of such students.
- Certain skill development programs can also be organized to equip such students with the required necessities of competitive world. In this respect we may organize various tutorials for Mathematics, Reasoning, English, and General Studies etc. We can also have special personality enhancement programs aimed at improving the persona of the prospective professionals.
- Seeing the importance and demand of the market we may also give special emphasis on English speaking course in our institution for such students apart from other students also. Such proposed steps would increase the employability of the students from underprivileged and marginalized sections of the society.

2.6 Provide an action plan for strengthening of PG programs and starting of new PG programs.

- Though strengthening of UG students starting of new PG programs is inconsiderable due to very lack of higher education in Bokaro District.

2.7Attach a summary of Training Needs Analysis carried out. Also, provide Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training

Needs Analysis in the following areas:

- Basic and advanced pedagogy
- Subject / domain knowledge enhancement
- Attendance in activities such as workshops, seminars
- Improvement in faculty qualifications
- Improving research capabilities

While analyzing the training needs of our faculty we have come across the fact that most of the teachers are in the habit of teaching in their very traditional way which sans latest knowledge and current advanced ways of teaching. They are even lacking in the various research methodology which are now part and parcel of the new curricula for research made mandatory by the UGC. Some of the faculty members are even lacking in advanced qualifications like M.Phil and Ph.D. They are less desirous of taking part in Seminars and Workshops of importance.

✓ As new comers do not know many ideas required for job profile, hence training is essential, therefore, Orientation, Refreshers, Workshops, Seminars must be attended by them, whereas interactions, paper presentation will enhance the in-depth knowledge in subject, communication skill.

✓ SDP – Staff development program and STP- Short term program – (winter & summerschools) will must improve their

basic and advanced pedagogic qualities.

- ✓ TNT provides opportunity in qualification enhancement as post doctoral degree which isessential for promotions.
- ✓ Research capabilities ensure useful contribution in National as well as organizational growth.

2.8 Provide an action plan for training technical and other staff in functional areas –

- Regarding advancement in the workability & efficiency of the technical staffs it is being proposed to conduct technical training programs at certain intervals for our laboratory technicians and laboratory assistant. With the establishment of computer lab we will also be in a position to conduct training program for improving their computer skills. Other staffs of the institution may also be trained in the required field of computer skills. They may also be trained or acquainted with the knowledge of accountancy and latest rules and regulations and even the legislations enacted by the state legislature and the union parliament foracademic purposes.
- Digital Board and computers is essential for an action plan for training technical and other staffs

2.9 Describe the relevance and coherence of Institutional Development Proposal with State's/National(In case of CFIs) Industrial/Economic Development Plan –

- Since the main emphasis of the RUSA is to advance the academic intuitions and consequently increase the employability of the students also those from the marginalized sections of the society, therefore such advanced and technically sound human resource would definitely be in a position to add to the development of the state. Presently the state government is trying hard to open institutions in most of the fields of study in various parts of the state. The sole aim being that the people of the state can learn about different fields of knowledge while remaining within the periphery of their state without going to far flungareas of the country. At present in most of the technical fields we have to bring people from other states torun our organizations at higher positions. In academic field also situation is more or less the same. I we get success in advancing our institutions and faculty members up to the level of other institutions of excellence in our country then also our students would be in a very satisfactory situations to occupy various higher positions. Eventually all these plan are prone to advancing the human resources and economy of the state.
- IDPs can make a lot of difference in the organizations as

-- will cause growth in the organization,

---create a healthy completion in the area.

----will make one aware of Global/National developments.

----every member of the work place feel sense of belongingness.

-------will develop harmonious work culture.

2.10 Describe briefly the participation of departments/faculty in the IDP preparation.

- Since this is an Herculean task one single person cannot meet the challenge in a stipulated time, hence, all the faculty of various departments have jointly put their level best to accomplish this very challenging but at the same time very interesting job. It has developed faith in team-work among teaching –

nonteaching staff.

- While SWOT analysis also apart from signifying the strengths they openly presented the weaknesses and possible ways of improvement. The opportunities lying in the region especially in the industries in the areawere also discussed at length. In the thorough preparation of the Institutional Development Plan the participation of all the teachers and some of the non-teaching staffs have been really appreciable without whom preparing such a highly ambitious and visionary plan would not have been possible.

2.11 Describe the Institutional project implementation arrangements with participation of faculty and staff-

- Since the present plan which has been prepared in the form of a proposal is the result of full co-operation of the faculty members of the institution therefore, the entire faculty & staff will participate with full devotion to completion of institutional projects and result oriented implementation of the same.
- The institutional projects will be distributed among all the faculties for efficient implementation.
- Under plan, meetings will be held periodically to assess the progress of the implementation of the project at different levels.

Institutional Project Budget (this is meant for existing institutions)

S. No	Activities	Project Life	2022-23	2023-24	2024-25
			In lacks		
1	1. Modernization and strengthening of laboratories		40	20	20
	2.Establishmentof new laboratories for existing UG and PG programs and for new PG programs		40	20	20
	3. Modernization of classrooms		50	25	25
	4. Updating of Learning Resources		20	10	10
	5. Procurement of furniture		60	30	30
	6. Establishment/Up gradation of Central and Departmental Computer Centers		60	30	30
	7.Modernization/improvement so supporting departments		16	08	08
	8. Modernization and strengthening of libraries and increasing access to knowledge resources		60	30	30
	9. Refurbishment (Minor Civil Works)		04	02	02
	Research and development support				

2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines				
	Provision of resources for research support				
	Enhancement of R&D and institutional consultancy activities		02	01	01
	Faculty Development Support		20	10	10
3	Faculty and Staff Development (including faculty qualification up gradation, pedagogical training, and organizing /participation of faculty in workshops, seminars And conferences) for improved competence based on TNA Institutional reforms		40	20	20
4	Technical assistance for procurement and academic activities		10	05	05
	Institutional management capacity enhancement Academic support		10	05	05
5	Creation of new departments/courses		40	20	20
	Enhanced Interaction with Industry		02	01	01
	Student support activities		20	10	10
	Others		06	03	03

Provide the targets against the deliverables as listed below

Indicator	**Weight age**	**Present Rating**	**Present Score**	**Target Rating**	**Target Score**
GOVERNANCE QUALITY INDEX - 16%					
% of Faculty Positions vacant	2.0%	0.9 %			
% of Non-permanent faculty	4.0%	00 %			
% of Non-teaching staff to teaching Staff	3.0%	0.75 %			

Total no of under graduation programs	1.0%	03			
Total no of post graduate programs	1.0%	00			
Total no of doctoral programs	1.0%	00			
Faculty appointment-turnaround/cycle time in months	2.0%	06			
Delay in payment of monthly salary payment of faculty	2.0%	00			
ACADEMIC EXCELLENCE INDEX - 21.5%					
Delay in exam conduction and declaration of results	3.5%	00			
Plagiarism Check	1.0%	00			
Accreditation	4.0%	01			
Teacher Student ratio	4.0%	234:1			
% of Visiting professors	1.0%	00			
% of graduates employed by convocation	0.5%	0.5 %			
% Number of students receiving awards at National and International level	0.5%	0.2 %			
% of expenditure on Library, cyber library and laboratories per year	1.0%	1.0 %			
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1.0%	60:40			
% of faculty covered under pedagogical training	1.0%	50 %			
% of faculty involved in "further education"	0.5%	50 %			
Dropout rate	1.5%	1.0 %			
No of foreign collaborations	1.5%	00			
Subscription to INFLIBNET	0.5%	01			
EQUITY INITIATIVE INDEX - 12.5%					
SC Student%	3.0%	8.98 %			
ST Student%	3.0%	8.52 %			
Gender Parity	3.0%	3:4			

Urban to Rural Student population	2.0%	1:4			
Existence of Committee against sexual harassment	0.5%	01			
Existence of Social Protection Cell	0.5%	01			
Language assistance programs for weak students	0.5%	2.0			
REASERCHANDINNOVATIONINDEX -24%					
Per-faculty publications	2.0%	15			
Cumulative Impact Factor of publication	3.0%	04			
H Index of scholars	2.0%	02			
% of staff involved as principal researcher	1.0%	00			
% of research projects fully or more than 50% Funded by external agencies, industries etc	2.0%	00			
Total no of patents granted	1.0%	00			
% of faculty receiving national/international awards	1.0%	00			
% of research income	1.0%	00			
Doctoral degrees awarded per academic staff	1.0%	36 %			
% doctoral degrees in total number of degrees awarded	3.0%	10			
% expenditure on research and related facilities	1.0%	5.0 %			
Digitization of Masters and Doctor al thesis	0.5%	28			
UPE/CPE	3.5%	40 %			
% of Income generated from non-grant sources	2.0%	71 %			
STUDENT FACILITIES - 15%					
No of new professional development programs	1.0%	3			

Existence of Placement Cell sand Placement Policy	1.0%	1			
% of expenditure on infrastructure maintenance and addition	3.0%	5.0 %			
Availability of hostel per out-station female student	3.0%	1			
Availability of hostel per out-station male student	2.0%	0			
% of students on scholarship	2.0%	50 %			
Average scholarship amount per student	1.0%	5000			
Student Experience Surveys	1.0%	60 %			
Graduate Destination Surveys	1.0%	72 %			
Infrastructure and Others - 11%	1.0%				
%Income generated from training courses	1.0%	26 %			
% Income generated from consulting	3.0%	17.5 %			
Infrastructural sufficiency	3.0%	25%			
Computer coverage	3.0%	6 %			
Internet connectivity of Campus	100.0%	25 %			

Project Targets for Institutions

Give an action plan for ensuring that the project activities would be sustained after the end of theProject.

Evaluation of Institutional Development Proposals (IDP)

S. No	Evaluation Parameters			Marks
I	**Institutional Preparedness and Implementation Feasibility**			
	A		Clarity of institutional basic information including baseline data	5
	B		Overall proposal implementation feasibility	
		1	Clarity in the identification of general development objectives ,related specific objectives, their expected results, and its coherence with SWOC analysis	5
		2	Have the key activities been identified clearly and adequately for each specific-objective	5

		3	Adequacy of the Institutional Project Implementation arrangements	5
	C	Quality of SWOC analysis		
		1	Appropriateness for the procedure adopted for the conduct of SWOT analysis and adequacy of participation of stakeholders	5
		2	Clarity in the identification of strengths, weaknesses, opportunities and Threats	5
	D	Coherence of proposal with State's/regional development plan		5
	E	Reasonability of proposed budget		5
Sub-total (I)				**40**
II	**Clarity and Quality of the Action Plans for :**			
	F	Scaling-up research and innovation		
		1	quality of action plan for quantitatively increasing and qualitatively improving research activities	5
		2	quality of action plan to transfer technology and for commercialization of R&D (the innovation agenda)	5
	G	Scaling-up PhD enrolment through existing and new programmes		10
	H	Scaling-up enrolment into UG/Masters programmes in existing and new Programmes		10
	I	research collaborative activities with Institution at National and International level		
		1	identificationofoptionstoimproveandincreaseresearchcollaborationsa t National and International levels	5
		2	clarity in identification of expected quality enhancement in Masters and doctoral programmes and faculty research	5
	J	Potential impact and depth of proposed Industry collaboration		5
	K	Faculty development including pedagogical training to:		
		1	Develop faculty/technical staff in subject domain	5
		2	Improve pedagogical skills of faculty for better student learning	5
	L	Identification of weak students and for improvement in their learning outcomes through finishing school		5
Sub-total (II)				**60**
TOTAL (I+II)				**100**

Annexure 5: Entitlement Index for Higher Education

A formula based allocation of grant stakes into considerations ever al parameters identified mainly on the basis of need and performance based criteria. The choice here is dictated by the availability of data. Three parameters are identified under the need-based criterion. These are population in the 18-23 age group, per capita income, and GER. Seven parameters are identified under the performance based criterion which include improvement in GER, state expenditure on higher education, college-population index, institution density, teacher-student ratio, quality, educational achievement in levels prior to higher education. In case of some of these parameters, more than one indicator is considered for assessing the performance. Hence, in total, there are 19 indicators (see Table 3.1)- Rationale for the in clusion of each of these indicators shall be elaborated. A small part of the allocation can be kept a side for special problems.

Table 3.1: Criteria and Weights for Equalization Grants

Sl. No.	Criteria	Weights
1	Population (Age Group: 18-23) (Criteria reflecting Equal Per Capita Transfers)	+40
2	Per Capita Income (Criteria Reflecting Fiscal Deficiency)	-10
3	Gross Enrolment Ratio (Criteria Reflecting Shortfall in Enrolment)	-10
4	Performance	
	A. Improvement in GER (over 5 Years) (2006-07 to 2011-12)	
	A.1 GER- All categories	+10
	A.2 GER- SCs	+5
	A.3 GER- STs	+5
	A.4GenderParityIndex(Over5Years)(2006-07to2011-12)	
	A.4.1 GPI- All Categories	+10
	A.4.2 GPI- SCs	+5
	A.4.3 GPI- STs	+5
	B. Expenditure on Higher Education	
	B.1 Per Capita Expenditure	+10
	B.2 Expenditure as % of NSDP (1)	+10
	C. College - Population Index	-5
	D. Institutional Density	-5
	E. Teacher - Student Ratio	-5
	F. Research Output	+10
5	Special Problems	+25
	TOTAL	**100**

(+) Positive means – higher value – larger

entitlement(-) Negative means – higher value –

lower entitlement

Research output will be determined by indicators such as number of research paper published in National & International Journal, number of M.Phil., Ph.Ds. guided, number of collaborative research projects, patents generated citation impact