

# **INSTITUTIONAL DEVELOPMENT PLAN**

***Submitted by:***

**GOVT. WOMEN'S COLLEGE, SUNDARGARH**

**Address:**

**AT/PO- MAHESHDIHI, SUNDARGARH, ODISHA-770001**

# Table of Contents

I. Institutional Basic Information.....	6
II. Academic Information.....	12
III. Student Details .....	19
IV. Infrastructure Details.....	28
V. Research and Development .....	33
VI. Financial Details .....	37
VII. SWOC Analysis .....	39
VIII. Need Assessment .....	41
IX. Metrics and Targets.....	55
X. Five Year Plan.....	61
XI. Institutional Projected Budget (Rs. in Crores) .....	80

**(Content page to be prepared as per your document and page numbers to be allotted accordingly)**

## **Principal's Foreword**

Institutional Development Plan is a strategic plan to improve the quality and upgrade the infrastructure of educational institutions. The main focus of this institution has been to encourage the higher education to decide its vision, mission and goals and make it more robust, ICT enabled and user friendly. Over the years, IDP has contributed in making appropriate revision in a way so as to accelerate the process with greater quality rigour. It is designing, implementing programs, planning for faculties, and students, avenues for research, development, laboratories, upgradation of infrastructure facilities to attract the best talent in teaching and learning process so as to make the institution better. It analyses WOC and identifies goal priorities, commitments of institution, capacity and image of the institution. It is really a great initiative of IDP.

It is a great opportunity for us to fulfil the genuine needs and requirements of the students and institution through IDP over a period of five years such as providing books, research materials, computers, laboratory establishment and upgradation, ICT etc.

**INDIRA GARNAIK**  
**Principal**  
**Govt. Women's College, Sundargarh**

## **Brief History of the College**

Government Women's College, Sundargarh formerly known as Sundargarh Women's College, originated with the initiative of the enthusiastic public of the district. A long felt need of higher education for women in the region was fulfilled with the opening of this college. The former College was inaugurated on 12th July, 1978 in the Biramitra Club and functioned there till 12th June 1985. Meanwhile, the College was taken over by the government of Odisha on 22nd August 1983. Since 13th June 1985 the Women's College was functioning in the Panchayat Bhawan with the provision of B.A. course with six honours subjects such as History, Political Science, Odia, Education, Home Science and Economics. Eventually in 2016, the college came up with B Sc course with five honours subjects such as Physics, Chemistry, Botany, Geology, Zoology and Mathematics. Gradually, looking at the demands of the students nine numbers of new honours subjects such as Anthropology, English, Sociology, Geography, Psychology, Hindi, Sanskrit, Sociology, Computer Science with new Commerce stream and PG program in former 12 Arts and Science subjects were opened from the session 2023-2024. The Shloka written in the crest of the college displays – 'Asato ma Satgamaya, tamaso-ma Jyotirgamaya' which sums up the goal of a pertinent learner - 'Lead me from darkness to light, from ignorance to enlightenment.' The ultimate motto of the institution expresses its ethos and culture which prepares for a better tomorrow with abundance knowledge.

## Executive Summary

Government Women's College, Sundargarh is one of the fastest growing educational institutions in the north western part of Odisha expressing its ethos and culture for a better tomorrow with abundance of knowledge. The initiative of the enthusiastic public and long felt educational aspiration for tribal, poor, and rural women of the region was fulfilled on 12<sup>th</sup> July 1978 with the formation of Sundargarh Women's College. The college was taken over by the Govt. of Odisha on 22<sup>nd</sup> August 1983. Initially, there were B.A. Pass Courses offered in the Arts stream. Later in 2016, the college adopted CBCS syllabus, along with a full-fledged B.A. Honors and BSc. Honours courses. Since then, the college has been functioning with 12 honours subjects in BA, and BSc courses such as Pol Science, History, Odia, Home Science, Education, Economics, Botany, Chemistry, Physics, Mathematics, Geology and Zoology. Again, considering the rising demands from the students in the year 2023, nine numbers of honours subjects such as Geography, Anthropology, Sociology, Psychology, Commerce, Computer Science, English, Hindi, and Sanskrit have been added in UG courses and 12 numbers of subjects are created in PG courses namely Political Science, History, Odia, Home Science, Education, Economics, Botany, Chemistry, Physics, Mathematics, Geology and Zoology. In addition to formal education the students are provided with various facilities like NSS, NCC, Red Cross, Rangers, Red Ribbon Club and Eco Club to boost their extra-curricular activities. Different associations are formed among students such as Dramatic, Athletic, Literary, Cultural, Day Scholar Associations to promote and conduct various activities in the college. The institution has widespread concern and strategies to improve the quality of education through virtual class, smart class, research activities, seminars, lecture series and extra-mural lectures. The size of the institution is enlarged tremendously, following with the newly constructed buildings having separate big and spacious Science and Arts blocks, laboratory set up, infrastructure, Smart Class rooms and IT labs, library, Computer lab, Badminton Court and plantation with beautiful garden. The young, energetic, talented, and dedicated teaching and non-teaching faculties of the college are strongly devoted for the betterment of the students and the institution.

Activities Head	Budget Requirement				
	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
Infrastructure	47.62 Cr (Approx.)	2.62 Cr (Approx.)	10.62 Cr (Approx.)	62 L (Approx.)	62 L (Approx.)
Research and Development Support		10 Cr (Approx.)			
Faculty Development support	2 Lakh	2 Lakh	2 Lakh	2 Lakh	2 Lakh
Institutional Reform	2 crore	2 crore	1 crore	1 crore	1 crore
Academic Support	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)
Others(outsourcing staff, maintenance, modernisation of sport )	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)

# PART - A

## I. Institutional Basic Information

### A. Name and address of the Institution:

Name of the Institution	Govt. Women's College, Sundargarh.
Address for communication	Talasankara, Mahesdihi, Sundargarh, Odisha-770001
Website	www.gwcsng.ac.in
Phone no.	08763372327
Email	govtwomenscollege@gmail.com

### B. Geographical Presence:

Sl No.	Particulars	Response				
		Rural	Urban	Peri-urban	Tribal	Any other
1	Geographic location of the college (respond Yes in appropriate box)		Yes			
2	Location of the college (respond Yes in appropriate box)	Coastal	Eastern	Western	Northern	Southern
				Yes		
3	Name of the place	Sundargarh Sadar				
4	Mention the approximate population, the college is catering to the needs of the stakeholders (approximate population of feeder areas)	3000 Approx.				

### C. Vision of the Institution:

The institution has intended to empower students by providing affordable value-oriented quality higher education, equipping them with knowledge and skills in their streams and exploring their hidden talents. Moreover, our college logo conveys “तमसो माँ ज्योतिर्गमय” (lead us from darkness to light, from ignorance to enlightenment) with academic excellence. The institution attempts to release ample opportunities for creativity, innovation, research, study and training within the academic environment whereby they will realize their budding potential, and be encouraged to be future entrepreneurs, leaders and above all, good human beings.

## **Mission**

To impart quality and value-based academic programs and projects of higher education for nurturing, and energizing young minds.

To build up sustainable teaching-learning environment to advance knowledge, skills, understanding, values and actions required to cope up with the real world

To enhance the effective quality sustenance and progression of teaching-learning process by integrating with technology in the classroom, acquainting students with the digital platform and using technology-based tools for quick access to information from the knowledge society.

To encourage innovation, new ideas and start up initiative in higher education

To collaborate and work with partnership with institutions and stakeholders to boost higher education and better students' exposure.

### **D. Core Values of the institution: (Pl. briefly mention how the core values are inculcate by the institution and by its stakeholders)**

*(Core values such as:*

- Environmental awareness, gardening, plastic free area, plantation by Eco Club.
- Inculcating ethical values among students for good social, cultural and character building among students.
- Promotion of use of technology, smart board, seminar, power point presentation and computer based education.
- Healthy relationship between teachers and students, parents teachers meeting, mentor mentee (proctorial) meeting, etc.
- Personal development qualities, attitudes, believes, motives through workshop, observation of different days etc.
- Developing educational qualification of students for nation building, career counselling program from time to time to make them independent through placement drive.

### **E. Is the Institution having a Strategic Plan?**

**Yes**



F. Is the Institution approved by regulatory body? Yes

G. Type of Institution:

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

H. Status of Institution:

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

I. Category of Institution: (Gender & Social)

Gender		Social	Any other (pl. Specify)
Co-educational	For Women's only	For Differentially-abled students	
	YES		

J. Establishment Details

Sl. No.	Establishment Details	
1	Year of establishment	1980
2	Name of the University to which the institution is Affiliated	Sambalpur University, Jyoti Vihar, Burla
3	Year of Affiliation with University	Arts-1980 Science-2015
4	Nature of Affiliation ( <i>Permanent/Temporary</i> )	Permanent
5	Current status of affiliation ( <i>active / expire</i> )	Active

### K. Autonomy Details

Sl. No.	Autonomy Details	
1	Date/year of Autonomy granted	Not Applicable
2	Period of Autonomy granted	From ..... to .....
3	Current Autonomy status	Not Applicable
4	Plan for fresh Autonomy or extension or renewal ( <i>pl. provide evidence as annexure</i> )	Not Applicable

### L. Accreditation Details

Is the Institute accredited? (Yes/No)	No	Period for Institution accredited	From..... to .....
Name of the Accreditation Body	No	Current Accreditation (active/expired)	
Year of last accreditation	No	Current / Last Accreditation	Grade ..... Cycle .....
Rank in National Institute of Ranking Framework (NIRF) of the institute	No		

### M. Implementation of core values and principles

Sl. No.	Particulars	Responses
1.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	All policies and code of conduct implemented by Department of Higher Education, Govt. of Odisha, UGC and affiliating Sambalpur University.
2.	How do the faculty and staff demonstrate and promote the core values of the institute?	All faculty and staff follow the code of conduct and follow core values of vision and mission for students, community and institution.
3.	What are the yearly training programs, workshops, and seminars organized to enhance skills related to; ( <i>specify in details and add rows if necessary</i> )	
	a) Cultural Competence	Cultural activities are conducted and organised by the institution through cultural

Sl. No.	Particulars	Responses
		club, heritage and culture.
	b) Inclusive Teaching Practices	Both traditional and modern method (online and offline) through blended learning using computer, departmental seminar, extra mural lectures and group discussion.
	c) Ethical Leadership	To develop leadership quality, self independent, self control, integrity, refine talents or energize the hidden talents.
	d) Other values	
4.	How does the institution provide programs, resources and services that promote student well-being, personal growth, leadership quality, social responsibility, etc. guided by the institution's values?	Through different co-curricular activities and teaching learning, sports and games, academic related activities, drama, cultural activities, NSS and YRC activity, ECO Club, self defence, different clubs like sport, cultural and social. These clubs formed to encourage students to participate.
5.	How does the Institution engage with the local and global community, applying their core values to contribute positively with regards to social, environmental and economic challenges?	Through Nua-O program different types of social activities conducted like blood donation camp, plantation drive, YRC, NSS and awareness program.
6.	How does the institute communicate their core values and principles through social media, websites and through other publication?	Our programs are published in newspaper, facebook, X and instagram through social media club. Our faculties have conducted research and published many papers for the greater interest of the society.

#### N. Detail about Head of the Institution

Name of the Principal with Rank	Dr. Indira Garnaik, Principal I/C, Asst. Prof in Pol. Science (Stage III)
Nature of Appointment: (Regular / In-charge /Any other) (Pl. Specify)	In-charge
Mobile Number (of the Head of the Institute)	9437127194

Landline No. (Office) with code	
Email Address	principalgwc@gmail.com

**O. Details about Nodal Officers of the institution**

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Shri Master Narayan	7978359588	masternarayangwcsng@gmail.com
IDP Associate Coordinator	Dr. Sanjita Abhijita	7319756939	sanjitaabhijita@rediffmail.com
Academic Coordinator	Dr. Susmita Naik	9777566738	susnaik327@gmail.com
Coordinator Financial Aspects	Dr. Bijan Kumar Patel	8763155737	iiit.bijan@gmail.com
Civil Works In charge	Dr. Sunil Chandra Pradhan	7978648479	sunilch_pradhan@yahoo.com

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

SI. No.	Details	Response
1	No. of IDP team member	6
2	Does the institute develop any IDP before	Yes
3	Agency supported/supporting for IDP	Department of Higher Education
4	Duration of previous IDP (from ..... to.....)	2019-2023
5	Key aspects in previous IDP	Environmental safeguards, Biometric attendance for teachers, 3 phase power supply, Data entry delivered, College Website, Career Counselling Cell, Satisfaction survey
6	Outcome/achievement of the previous IDP	All milestones achieved

## II. Academic Information

### A. Academic Information (2023-2024) (Pl. add row and columns as required)

Sl. No.	Program/ Course / Subject	Course Duration (In months)	Sanctioned strength	Students admitted in the Academic year (2023-24)				
				Boys	Girls	Total	Vacancy	No. of Applications received
	<b><u>UG Program</u></b>							
1.	Anthropology	36	32	NA	1	1	31	01
2.	Botany	36	32	NA	31	31	1	31
3.	Chemistry	36	32	NA	15	15	17	15
4.	Commerce	64	32	NA	31	31	33	31
5.	Computer Science	64	32	NA	03	03	61	03
6.	Economics	36	32	NA	28	28	04	28
7.	Education	36	32	NA	31	31	01	31
8.	English	36	32	NA	27	27	05	27
9.	Geography	36	32	NA	05	05	27	05
10.	Geology	36	32	NA	11	11	21	11

Sl. No.	Program/ Course / Subject	Course Duration (In months)	Sanctioned strength	Students admitted in the Academic year (2023-24)				
				Boys	Girls	Total	Vacancy	No. of Applications received
11.	Hindi	36	32	NA	12	12	20	12
12.	History	36	32	NA	30	30	02	30
13.	Home Science	36	32	NA	26	26	10	26
14.	Mathematics	36	32	NA	15	15	17	15
15.	Odia	36	32	NA	30	30	02	30
16.	Physics	36	32	NA	23	23	9	23
17.	Political Science	36	32	NA	28	28	04	28
18.	Psychology	36	32	NA	00	00	32	00
19.	Sanskrit	36	32	NA	05	05	17	05
20.	Sociology	36	32	NA	11	11	21	11
21.	Zoology	36	32	NA	27	27	05	27
	<b><u>PG Program/ Course / Subject</u></b>							
22.	Botany	24	24	NA	20	20	04	20

Sl. No.	Program/ Course / Subject	Course Duration (In months)	Sanctioned strength	Students admitted in the Academic year (2023-24)				
				Boys	Girls	Total	Vacancy	No. of Applications received
23.	Chemistry	24	24	NA	23	23	01	23
24.	Economics	24	24	NA	04	04	20	04
25.	Education	24	24	NA	22	22	02	22
26.	Geology	24	24	NA	17	17	07	17
27.	History	24	24	NA	08	08	16	08
28.	Home Science	24	24	NA	03	03	21	03
29.	Mathematics	24	24	NA	08	08	16	08
30.	Odia	24	24	NA	21	21	03	21
31.	Physics	24	24	NA	20	20	04	20
32.	Political Science	24	24	NA	21	21	03	21
33.	Zoology	24	24	NA	21	21	03	21

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

Sl. No.	Department/Subject	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.	Anthropology	2	0	0	0	0	0	0	0		1	0	1	2	0
2.	Botany	4	0	0	0	0	0	0	3		1	0	5	1	1
3.	Chemistry	4	0	0	0	0	0	0	2		2	0	4	2	2
4.	Commerce	3	0	0	0	0	0	0	2		0	0	3	1	0
5.	Computer Science	2	0	0	0	0	0	0	0		1	0	3	2	0
6.	Economics	4	0	0	0	0	0	0	1		3	0	4	3	1
7.	Education	3	0	0	0	0	0	0	0		4	0	4	3	0
8.	English	2	0	0	0	0	0	0	2		0	0	2	0	0
9.	Geography	2	0	0	0	0	0	0	0		1	0	1	2	0
10.	Geology	3	0	0	0	0	0	0	1		3	0	4	2	0
11.	Hindi	1	0	0	0	0	0	0	0		1	0	1	1	0
12.	History	3	0	0	0	0	0	0	1		3	0	4	2	0
13.	Home Science	3	0	0	0	0	0	0	1		3	2	4	2	0
14.	Mathematics	3	0	0	0	0	0	0	3		1	0	4	0	3
15.	Odia	3	0	0	0	0	0	0	2		2	0	4	1	1
16.	Physics	4	0	0	0	0	0	0	3		1	0	4	1	1



17.	Political Science	3	0	0	0	0	0	0	2		2	0	4	1	1
18.	Psychology	2	0	0	0	0	0	0	0		0	0		2	0
19.	Sanskrit	0	0	0	0	0	0	0	0		1	0	1	0	NIL
20.	Sociology	1	0	0	0	0	0	0	0		1	0	1	1	0
21.	Zoology	2	0	0	0	0	0	0	2		1	0	3	1	1
<b>Total</b>		54		0	0	0	0	0	0		35	2	65	30	11

**C. Faculty Status (Regular/ Contractual/Guest Faculty/Management etc) (2023-24)**

Faculty		Sanctioned strength	Faculty in Position	Teacher Student Ratio
(a)	Regular	54	24	1:43
(b)	Others (Contractual + Guest faculty+ Management)	30	37	1:17

\* *Divide the total no. of students with (a) only*

\*\* *Divide the total no. of students with that {(a) + (b)}*

**D. Administrative Structure**

Sl. No.	Indicator	Response
1.	What is the current administrative structure within the institution? <i>(A structural diagram may be attached)</i>	<i>attached</i>
2.	What are the processes/ mechanisms followed to ensure coordination and collaboration among different administrative units?	Through staff council meeting from time to time under the chairmanship of Principal to discuss and solve different problems.

**E. Role of Students in Administrative Structure**

Sl. No.	Indicator	Response
1.	How are the student representatives or committees involved in decision-making processes?	Student representatives are present in internal complaint committee, different club, sexual harassment committee, decision making bodies and gave valuable suggestions.
2.	What mechanisms are in place to ensure student input to improve administrative matters?	Through IQAC cell, different clubs like Eco Club, NSS, YRC etc.

**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)		
	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	Yes	-		Yes	

**G. Achievement Details (2023-24) (All programs) (Pl add row as per requirement)**

Course	No. of students appeared the final Exam	No. of students passed	Percentage of students passed
UG level	225	159	70.7
PG level	NA		
Integrated PG	NA		
PG Diploma	NA		
Diploma Course	NA		
Certificate course	NA		
Any other	NA		

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

Stream	No. of students		Pass percentage
	Appeared in exam	Passed in exam	
Arts	129	108	83.72
Science	112	36	32.14
Commerce	NA	NA	NA
Total (all stream)	241	144	59.75

#### I. Achievement Details (2022-23) (PG Subject wise) (Pl add row as per requirement)

Subject	Sanctioned Strength	Appeared	Passed	Pass percentage
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA
NA	NA	NA	NA	NA

### III. Student Details (2023-24)

#### A. Total student strength in the institution

Programme	Total	Boys	Girls	Gen.	SC	ST	SEBC / OBC	Minority	Differently-abled
UG	838	Nil	838	133	137	357	211	Nil	Nil
PG	182	Nil	182	36	19	40	87	Nil	Nil
Certificate course									
Diploma Course									
Any other									
Total	1020		1020	169	156	397	298	Nil	Nil

**B. Student's Class Attendance**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	Through manual monthly attendance by the teachers
2	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Yes, mentor-mentee program the students with low attendance were identified. PTMs are taken for the same.

**C. Student Absenteeism**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student absenteeism?	Through PTM and mentor model
2	What are the common reasons for student absenteeism?	a) Health condition b) Poor financial conditions of parents c) Distance factor
3	Have there been any efforts to analyze and understand the root causes of students' absenteeism?	Yes
4	How does the institution involve parents or guardians in addressing the issue of student absenteeism?	Through regular PTM every six months

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

Sl. No.	Particulars	Responses
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1.	What are the current policies and procedures in place within the institution to deal with disciplinary matters?	There is a disciplinary committee at our institute which deals with this matter
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 indiscipline behavior of the student?	No
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	Ethics and values classes, extracurricular activities
5.	How does the institution inculcate the self-discipline among the students?	Ethics and values classes, extracurricular activities
6.	How are faculty and staff, trained to implement disciplinary interventions effectively?	Through observation days

#### E. Co-curricular Activities (2023-24)

Sl. No.	Particulars	Number
1	No. of Societies/ Clubs are operational in the institution?	11
2	Students participation in inter-college competitions	30
3	Students' participation in Inter-state competitions	Nil
4	Students' participation in international competitions	Nil
5	Average Media publication of student/ faculty activities per year	70%
6	Types of Social medial handle used for propagation of these activities (Facebook/ X /Instagram etc.)	All
7	Students enrolled for Entrepreneurship and	NA

Sl. No.	Particulars	Number
	Innovation cell (if available in the college)	
8	Girl students' participation in self-defense programme offered by the institution	150 (over 20 days from 06.03.2024-03.04.2024)

#### F. Student participation in Co-curricular Activities (2023-24)

Sl. No.	Activity	Number	Sl. No.	Activity	Number
1	Debate	20	8	NCC	Nil
2	Literary Competitions	30	9	NSS	411
3	Art & craft	30	10	Rover Ranger	Nil
4	Exhibition	10	11	Scout and Guide	Nil
5	Swachh Bharat Mission	70	12	Youth Red Cross	150
6	Blood Donation Camps	Nil	13	Any other (Pl. Specify)	
7	No. of unit blood collected	NA			

#### G. 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?	Institute has adopted curriculum implemented by DHE and Sambalpur University
2.	What proportion of the curriculum is dedicated to these skill-building components?	Nil
3.	How do vocational skills, life skills, and elective courses align with the needs and demands of the job market or industry?	Nil
4.	How are the outcomes associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	Nil

### H. 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?	30	30	30	30	30
2	Frequency of mentor mentee interaction per month	4	4	4	4	4
3.	Are there any feedback mechanism in place?	Yes				
4	How do the improvements mapped?	Through personal counselling by mentors				

### I. 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?	Kho-Kho, Badminton, Kabbadi, Discuss throw, Shot put, Running, Long jump, High jump, Javelin throw		
3	Sports facilities available in the premises	Facility	Availability	Availability of sports materials
		Gymnasium	No	Nil
		Cricket	No	Nil
		Foot ball	No	Nil
		Volley ball	No	Nil
		Basketball	No	Nil



		Any other (Pl. specify)	Badminton Skipping	Racket, Net and shuttle, Skipping rope
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#### J. Participation of students in sports' activities

Sl. No.	Parameter	Boys	Girls
1	Average number of students participating in inter-college sports competition per year	NA	25
2	Average number of students participating in Inter-state sports competition per year	NA	0
3	Average number of students participating in National sports competition per year	NA	0
4	Average number of students participating in international sports competition per year		0
5	Number of students won medals in sports in the last year		137 (Nua-O Sports Activity)
6	Number of students participated in college Annual Sports		100
7	Academic credit to students in achievement in sports		Nil

#### K. Students' Aid Fund

Sl. No.	Particulars	Response		
		Online/	Offline/	Any other means please specify
1.	How information about student aid is made available to students?	NIL	NIL	
2.	What criteria are used to assess eligibility for different types of financial aid?	NA		
3.	Number of students currently receiving financial aid from the institution?	Boy		Girl
		NA		NA

#### L. Students' Activity Centre

Sl. No.	Particulars	Response
1.	What amenities and features are available in the students' activity center to meet the diverse needs and interests of students?	NIL
2.	What types of programs and activities are offered within the students' activity center?	NIL
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	NIL

#### M. Students' 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 body?	NIL
2.	What are the composition of these bodies in terms of representation from different student groups and demographics?	NIL
3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	NIL

**N. Start up programme**

Indicator	Status		
	Yes / No	Number	Remark
Faculty from Industry namaste	NIL	NIL	NIL
Tai-up with Industry	NIL	NIL	NIL
Tai-up with Funding Agency / Donor Agency	NIL	NIL	NIL
Faculty-student connectivity / Interaction	NIL	NIL	NIL
Upcoming technology integrated process	NIL	NIL	NIL

**O. Placement Details**

Sl. No.	Title of the Program	Total number of Internship opportunities	Total no of students who availed the internship opportunity (2023)	Total no. of students who got the pre-placement offer (2023)	Average % of students getting placement per year	Average pay package in last year (2023) [Rs. /Month]	Highest pay package in last year (2023) [Rs. /Month]	Lowest pay package in last year (2023) [Rs. /Month]
	UG	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	PG	NIL	NIL	NIL	NIL	NIL	NIL	NIL
	Other courses (Pl, Specify)							

## P. Alumni Association

Sl. No.	Particulars	Response
1.	Does the institute have an Alumni Association?	Yes
2.	Is the Alumni registered (Pl. provide registration no. and list of EC members)	No
3.	Do the institute formed Alumni Connect team	Yes
4.	What are the initiatives or programs planned/adopted to strengthen the connection between alumni and the institution?	Programs and meetings are organised from time to time under Mo College Abhiyan
5.	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	No
6.	How often are alumni meetings or events organized by the institution?	Periodically
7.	What activities and events are organized during alumni reunions and homecoming celebrations?	Meeting and discussion
8.	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	Nil

## IV. Infrastructure Details

### A. Classroom

Sl No.	Parameters	Yes / No	Number
1	Availability of classrooms		
a)	164 seated	Yes	03
b)	64 seated	Yes	13
c)	32 seated	Yes	28
d)	16 seated	Yes	10
e)	Any other types of classrooms (pl. specify)		
2	Availability of Smart Classrooms	Yes	14
3	Availability of Tutorial classrooms	Yes	10
4	Availability Seminar rooms	Yes	15

### B. Toilets:

Sl No.	Parameters	Yes / No	Number
1	<b>Availability of toilets</b>		
a)	For the staff: Gents' toilet	Yes	34
b)	For the staff: Ladies toilet	Yes	34
c)	For the Students: Boys	NA	NA
d)	For the Students: Girls	Yes	18
e)	For the Students: PWD	Yes	03
f)	For the Students: Transgender	NA	NA
2.	Provision of running water in the toilets	Yes	All
3	Are they cleaned regularly?	Yes	Partially

### C. Laboratory

Sl. No.	Parameters	Yes / No	Number
1	Does the college have laboratories for laboratory related courses?	Yes	13
2	Does the college have Computer laboratories?	No	Nil
3	Do the laboratories have sufficient equipment for students? (Yes / No)	Yes	

### D. Library Facility

Sl. No.	Parameters	Response
1	Is the library system automated/computerized? (Yes /No)	Yes
2	Is the library accessible by differently abled students? (Yes/No)	Yes
3	Are there separate faculties/ students/ staff for management of library? (Yes/No)	Yes
4	Does the library have a lending facility? (Yes /No)	Yes (10am-5PM)
5	What is the library opening hour?	Yes (10am-5PM)
6	Does the library have a Reading Room facility for the students? (Yes /No)	Yes
7	What is the sitting capacity of the Reading Room?	50
8	Does the library have a separate Room for the teachers inside the library for reading/collecting references etc.? (Yes /No)	Yes
9.	Is there any provision in the library to display the current arrivals of Books/information relevant for the students? (Yes /No)	No
10	Whether each Department has seminar library? (Yes /No)	No

Sl. No.	Parameters			Response
11	What is the annual budget for the library	Books	Journals/ Periodicals	Any other (Pl. specify)
		2 lakh---	50 thousand---	

#### E. Availability of Books and Journals for in the library

Sl. No.	Parameters	UG	PG	Total
1	Number of text books	10,000	Nil	10,000
2	Number of reference books			
3	Number of e-books			
4	Number of journals subscribed by the institution			
5	Number of e-journals available			
6	Number of audio books, CDs etc. available			

#### F. Hostel for students

Sl. No.	Parameters	Response	
1	Does the institute have hostel facilities for students?	Yes	
2	Number of hostels	Boys	Girls
		NA	2
3	Accommodation capacity		400
4	Hostel occupancy ratio (no. of students per room)		03
5	Does the hostel have facilities like	Yes	No
	a) Dining area	Yes	
	b) Common room	Yes	
	c) Mess facility	Yes	
	d) Sports room	Yes	
	e) Gymnasium	No	

Sl. No.	Parameters	Response	
	f) Any other (Pl. specify)		
6	Does the hostel have washroom facility?	Common	Attached
		Yes	
7	What is the dependency on washrooms	Boys	Girls
	a) Per floor (average)	100	
	b) Washroom ratio for hostelers	1:5	
8	How many times does the hostel and washrooms get cleaned? (Per day)	01	
9	Is the hostel accommodation accessible to differently-able students?	Yes	No
		Yes	
10	How are the hostel mess managed?	By the mess manager and students representative	
11	What is the process for managing the hostel accounts?	As per govt. rule	

### G. Canteen Facility

Sl. No.	Parameters	Response
1.	Does the institution have a canteen inside the campus?	No
2.	What are the operating hours of the canteen?	
3.	How do you rate the cleanness of the canteen in a 5.0-point scale? (0 – not at all satisfactory, 1- not satisfactory, 2 – Average, 3 – Good, 4 – Satisfactory, 5 – Highly Satisfactory)	
4.	How would you rate the quality of food provided in the canteen in a 5.0-point scale? (0 – not at all satisfactory, 1- not satisfactory, 2 – Average, 3 – Good, 4 – Satisfactory, 5 – Highly Satisfactory)	
5	Does the institution provide subsidized facility on the food items?	

### H. Extra facilities

Sl. No.	Parameters	Availability (Yes/No)	Number
1	Number of Food courts inside college campus	No	
2	Number of Swimming Pools	No	



3	Number of auditoriums	No	
4	Number of Gardens/Parks	Yes	02
5	Number of open-air theaters	Yes	01
6	Number of Playgrounds	No	
7	Number of yoga areas/field inside campus	Yes	01
8	Availability of Wi-Fi in the campus	Yes	01

## V. Research and Development

### A. Research Projects during last 05 years

Sl. No.	Research Projects	Number	Funding / Supporting Agency	Approved amount	Ongoing	Completed	Submitted
1	Minor Research projects	Nil					
2	Major Research projects	Nil					
3	Number of projects approved under OURIIP/ MRIP	Nil					
3	Number of interdisciplinary projects	Nil					
4	Total number of industry/other agency sponsored projects	Nil					
5	Number of student research projects	Nil					
6	Any other research grant (please specify)	Nil					
	<b>Total</b>	Nil					

**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?	NA
2.	How does the institution track and measure faculty publications?	NA
3.	What methodologies or databases are used to assess the impact of faculty publications?	NA
4.	What mechanisms are in place to encourage co-authorship and research partnerships?	NA
5.	Workshops, seminars or writing retreats offered to support faculty in publishing research findings.	Yes
6.	How does the institution promote the sharing and dissemination of faculty publications within the scholarly community?	NA
7.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	NA
8.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	NA

**C. Innovation/ Incubation Centres:**

Sl. No	Parameters	Responses
1	Does the college have Incubation Centre? (Yes/No)	No
2	If YES, mention the activities of the Incubation Centre	

#### D. Professional Development Programme for Faculty and non- teaching Staff

Sl. No.	Parameters	Response	
		Faculty	non- teaching
1	What professional development opportunities like training programs, workshops, or certifications available to enhance skills and knowledge?	NA	NA
2	Are there opportunities for career advancement and growth within the institution	NA	NA
3	Are there any exposure programme	NA	NA
4	Are the personnel involved in any research innovation activity (ies)	Yes	NA

**E. Seminars/Symposium/ Conferences/Workshops etc:**

<b>Sl. No.</b>	<b>Level</b>	<b>Number of events organised during last year</b>	<b>Sponsoring / Supporting agencies</b>	<b>Amount sanctioned by the sponsoring agencies</b>	<b>Teacher's participation in such events as Resource Persons</b>	<b>Number of presentations done by teachers in such events</b>
1	International	00	00	00	00	00
2	National	01			00	15
3	State	12			02	02
4	Regional	00	00	00	00	00
5	Departmental	144			00	00

## VI. Financial Details

### A. Total Income:

Sl. No.	Category/ Head	FY 2022-23	FY 2023-24
		(Actual)	(Actual)
1	UGC	Nil	Nil
2	State Government	Nil	Nil
3	Grants received from other bodies(OHEPEE)	13454500	16753891
4	Donation	Nil	Nil
5	Tuition fees	Nil	Nil
6	Mo College Abhiyan	Nil	Nil
7	Others (Please specify, such as)	Nil	Nil

### B. Total Expenditure

Sl. No.	Category/ Head	FY 2022-2023	FY 2023-24
		(Actual)	(Actual)
1	Salary, allowance and retirement benefits	16645140	22320315
2	Buildings (Construction and Maintenance)	13454500	11502891
3	Library	Nil	Nil
4	Laboratory	Nil	4573301
5	Scholarships	Nil	Nil
6	Research and Development	Nil	Nil
7	Sports	Nil	Nil
8	Other expenses	Nil	Nil

### C. Accounts and Audit status

Sl. No.	Category	Response
1	Accounts (Audit) Status, whether audited? (Yes/No)	Yes
2	Year of Last Audit	2017-2018
3	If yes, then By Local Fund Audit - 1 By Chartered Accountant - 2 By Govt. Audit - 3	3

### D. Best Practices/Achievements of the Institution

- **Empowering Girl students Through Self-Defence Skill Training:** It was felt that girl students need sort of catalytic morale booster to equip them through a proper regimen of physical and mental ability training in making them capable of self-defence in case of any eventualities. Beyond contributing to physical fitness, Martial Arts have benefits for mental health contributing to self-esteem, self-control, emotional maturity, and spiritual wellbeing.
- **Practice of Yoga:** A healthy mind with healthy body is the priority for every student. Looking at this, efforts are made to strengthen this regular yoga classes are conducted in the hostels in the evening. It not only relieves their mind but also make them physically active and sportive. Harmonious development of body, mind and soul simultaneously help them to cope of with new challenges of modern world.  
Empowering women through self-defence training.
- **Women empowerment and gender equality**
- **Promotion of Unity and integrity of our nation**
- **Plastic free Campus**
- **Paperless office**
- **Reading of newspaper by students every day**
- **Maintain cleanliness in the department**
- **Green landscaping with plants and trees**
- **Watering plants by students after class hour**
- **Cleaning drive by the NSS, YRC students of college campus**

## PART – B

### VII. SWOC Analysis

SWOC will be basis of the plan. It will help in identifying the institution's strengths, weaknesses, opportunities and challenges and will assist you in making strategic plans and decisions. With a deep reflective engagement process identify the strengths, weaknesses, opportunities and challenges and plan accordingly.

#### A. Strengths

- Our college is well located at the heart of Sundargarh town which is well connected to different areas in roadways. It is located within 1 km away from the main bus stand and has good connectivity of public transport which help the students from the remote rural areas to reach to the institution and access every educational facility.
- The tribal students of the college are proficient in different sports activities such as Kabbadi and Javelin even represented the college at the district level competitions for the same.
- Our college provides an affordable, accessible, and equitable education to the rural poor tribal students by providing scholarships, stipends from time to time. Students are also encouraged to lead various activities which strive towards inculcating leadership qualities.
- Qualified and experienced faculty
- Well-equipped laboratory
- Smart classroom and Projector are available
- Active NSS and YRC wing
- Active IQAC Cell presence of other active cell and committees for smooth function
- Active Career Counselling Cell
- Feedback System
- Mentor Mentee System
- Faculty Development Programme

#### B. Weaknesses

- Inadequate full time faculties (teaching and non-teaching)
- Non availability of e-books and e-Journals
- Unavailability of funds for maintenance of equipment's
- Unavailability of funds for conducting seminars and other programmes
- No student development initiative due to lack of funds
- Limited hostel facilities for PG students
- Insufficient classroom for newly opened departments
- No institutional industry linkage or MoU is signed with the collaborating agencies for possible job opportunities.
- Weak financial position of the Alumni Association of the college is evident as majority of them are unemployed and from rural poor family background.
- Low educational awareness of the parents and poor communication skill of students in English are some of the problems which obstruct in the way of proper learning and understanding of teachings.



<ul style="list-style-type: none"> <li>➤ Yearly webinar in each department</li> <li>➤ Co-curricular and extracurricular activities</li> <li>➤ Well-equipped girls hostel</li> <li>➤ Women empowerment through Self Defence Programme</li> <li>➤ Automated Library Facility</li> <li>➤ Self Financing Course in Computer Science for UG</li> <li>➤ Spacious Yoga ground</li> </ul>	
<p><b>C. Opportunities</b></p> <ul style="list-style-type: none"> <li>➤ More partnerships and MoUs with local employers in the private and public sector should be established to create more job opportunities for our students.</li> <li>➤ Industry tie-up</li> <li>➤ E-learning resources with ICT and Wi-Fi facility must further be developed for smart learning and teaching activity.</li> <li>➤ Promotion of research and publication</li> <li>➤ Provision for solar street light</li> <li>➤ Provision for rain water harvesting</li> </ul>	<p><b>D. Challenges</b></p> <ul style="list-style-type: none"> <li>➤ Enhancement and creation of posts for teaching and non-teaching staff and filling up of the vacancy position in a war footing process.</li> <li>➤ Placement of pass out students</li> <li>➤ Availability of research grants to do research</li> <li>➤ Campus Placement drive</li> <li>➤ Digital library</li> <li>➤ Generation of resources for up gradation of infrastructure.</li> <li>➤ Networking and strengthening relationship with stakeholders.</li> <li>➤ There should be regular provision of finance to make the college a Wi-Fi campus and to increase its speed limit.</li> <li>➤ Language Lab of the college needs to be developed further with both physical and human resource.</li> </ul>

# PART – C

## VIII. Need Assessment

(Following are the some of the exemplar needs are given. Please identify your need and add / modify according to your plan requirement. Pl. remember that these needs are for 5 years)

### A. Curriculum Excellence

Sl. No.	Particulars	Response		
1	When the curriculum was updated last?	Year:2022 UG, 2023-PG		
2	How frequently (time duration) the updating is done?	03 Years		
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	2023-24	2022 – 23	2021 - 22
		1020	267	270
	a) UG programs	As the admission process Conducted centrally by SAMS, this data is not available in the institution.		
	b) PG programs	As the admission process Conducted centrally by SAMS, this data is not available in the institution.		
5	Students' progression rate for higher studies			
	a) for UG programs	Approx. 40%		
	b) for PG programs	Recently opened		
6	Mention the top three programs opted by the students	UG level	PG level	
		Odia	Odia	
		Pol Science	Pol Science	

		Education	Education
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**B. What kind of changes/modification/revision required in curriculum?**

Level	Changes/Modification/Revision
Basic	It is done by Sambalpur University
Professional	
Skill /Competency	
Expertise	
Connectivity and Employability	
Value based course	
Any other (Pl. Specify)	

**C. Student enrolment ratio (Year wise) (enrolled to sanctioned ratio) (Add rows)**

Sl. No.	Programme /Course	Students enrolled to Sanctioned Seat strength ratio in each subject at UG and PG 1 <sup>st</sup> Year level)		
		2023-24	2022 – 23	2021 – 22
1	UG	1:2	1: .9	1: .92
2	PG	1:2	NA	NA

**D. Pedagogical Excellence**

Sl. No.	Particulars	Responses
1	What is the teaching-learning systems currently followed in the	Blackboard/Green Board, Power Point, Smart Board and traditional method of

Sl. No.	Particulars	Responses
	institution? (For example, IT enabled learning, traditional method, Experiential method, Team Problem solving, Project based method, etc.) Pl. give brief of process followed.	lecturing, Seminar, Group Discussion, audio/video
2	Whether practical orientation in relation to teaching learning system is given to students? If yes, How?	Yes, for science subject practical included for Arts subject project, group discussion included.
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 study, Survey, Role Play, Case Study and Simulations etc.
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 classroom, conferencing, etc.
6.	Does the Institute have the practice of collecting feedback from students for improving pedagogy? (If yes, what process is followed)	Yes, Principal, IQAC Coordinator and Academic Bursar interact with students and collect feedback through online and physical mode.
7	Does the institute provide any best-teacher award or any other motivational measure for adopting improved teaching method? (Please specify)?	No

### E. Academic Administration

Sl. No.	Particulars	Response					
1	Does the institute prepare an academic calendar or adopt the one issued by the Government every year?	Yes					
2	Does it follow the academic calendar strictly? (Yes/No)	Yes					
3	Does the institute have student support systems	Mentoring	Tutorial	Counseling			
		Yes	Yes	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?	Academic Review Meeting conducted monthly, supervision of classes by Principal, signing the lesson plan progress of teachers etc.					
7	Did the Academic Assessment Committee evaluate the content / curriculum	Monthly attendance management system is followed and calculation of attendance.					
8	Did the input/feedback on modification of syllabus/ curriculum collected and incorporated		Teacher	Student	Parents	Alumni	Industry
		Collected					
		Incorporated					
9	What type of attendance management system is followed in the institute?	Manual attendance					
10	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			
11	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)	Yes					

### F. Examination Reforms

Sl. No.	Particulars	Response
1	What is the current examination evaluation criteria? Computerized / Manual	Manual, Conducted by Sambalpur University

2	If manual, is there a need of converting the evaluation criteria to computerized system? Yes / No	Conducted by Sambalpur University
	If yes, why you think it is required?	NA
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?	Computer based objective pattern
5	Is the examination system a continuous one? Yes / No.	Yes
	If yes, please mention in detail.	Semester wise exam
6	What is the days' gap between completion of examination and publication of result?	One Month
7	Should the gap be reduced? Yes / No	No
	If yes, Why you think this gap can be reduced and How?	

### G. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms, centralized computing / instrumentation facility etc.)	Library, Computer lab, virtual room, IQAC room and Smart classrooms.
2	What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence,	1. Two floor extension above the OHEPEE building, old building, LTL building and higher secondary building and 4 floor administrative cum library building

Sl. No.	Particulars	
	sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	2. 300 seated (G+3) 4 floor ladies Hostel, 3. Staff Quarters, 4. Sport Complex, 5. Auditorium 6. Principal Quarter 7. Gym, 8. Girls' Common room.
3	What type of infrastructural development work is needed for making them accessible for differently-able students?	Ramp
4	What are the estimated financial needs required by the institute for executing the above?	Rs 30 Crore Approx

#### H. 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	Y	Y	Y	Y	Y	
Administration	Y	Y	Y	Y	Y	
Finance	Y	Y	Y	Y	Y	
Any other (Mo College)	Y	Y	Y	Y	Y	

**2. How does the institute enhance participatory management in academic, administrative and financial affairs by involving local authorities?**

<b>Stakeholders</b>	<b>Academic</b>	<b>Administration</b>	<b>Finance</b>	<b>Any other (Mo College)</b>
Teachers	Through academic review meeting, webinar, seminar, etc.	Through Staff council and Governing Body Meeting	Through purchase committee and residential Meeting	
Students	Through Proctorial classes, class representative and Group Discussion.	Internal Complaint Committee and college union and day scholar association members,	Through residential Meeting	
Parents	Through Parents Teachers Meeting			
Alumni				Through Alumni Meeting
Local Administration		Through Governing Body Meeting		
Any other				



**I. Manpower Requirement**

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

**J. Existing and required manpower:**

Sl. No.	Programme /Course	Teaching		Non- Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
1.	Botany	3	5	0	4
2.	Zoology	2	5	0	4
3.	Physics	3	5	0	4
4.	Chemistry	2	5	0	4
5.	Geology	1	5	0	4
6.	Mathematics	3	5	0	3
7.	Education	0	5	0	3
8.	Economics	1	5	0	2
9.	History	1	5	0	2
10.	Home science	1	5	1	3
11.	Odia	2	5	0	2
12.	Political Science	2	5	0	2
13.	English	2	2	0	1
14.	Hindi	0	2	0	1
15.	Sanskrit	0	2	0	1
16.	Psychology	0	1	0	1
17.	Sociology	0	2	0	1

18.	Anthropology	0	2	0	1
19.	Geography	0	2	0	1
20.	Computer Science	0	2	0	2
21.	Commerce	2	2	0	1

#### K. 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	No		
2	Equal Opportunity Cell	No		
3	Sexual Harassment Cell	Yes	Smt. Jyoti Rani Gupta	02
4	Anti-ragging Cell	Yes	Dr Susmita Naik	04
5	Right to Information cell	Yes	Smt. S.R Patel	04
6	Institutional Compliance Cell	Yes	Dr. Bhanupriya	08
7	Intellectual Property Right Cell	No		
8	Disciplinary Committee	Yes	Dr. Sarojini Minz	03
9	Ethics Committee	No		
10	IQAC	Yes	Dr. Sanjita Abhijita	10
11	Any other, please specify (Internal Grievance Committee, SC and ST)	Yes	Dr. Sarojini Minz	03

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

IQAC stands for Internal Quality Assurance Cell. It's typically a cell or unit within an educational institution, especially in higher education. Its primary role is to develop and maintain quality standards in academic and administrative activities. One of its functions is to ensure compliance with accreditation and quality assurance requirements set by external accreditation bodies or agencies. Additionally, it coordinates the implementation of quality enhancement measures, conducts periodic assessments, and facilitates feedback mechanisms to improve the overall quality of education and services provided by the institution. During, last two years six numbers of IQAC meetings were held in the college. The meetings mainly conducted to discuss regarding NAAC, management of solid and liquid waste, formation of committee for Green audit, energy audit and environmental audit, preparation of academic calendar, organizing food festival, etc.

**M. How does institute make mandatory disclosures of any information?**

Means	Process followed
Institute Website	All letters are duly signed by principal and uploaded in website.
Collective/College Notice Board	Through traditional method.
Departmental notice board	Through traditional method.
Any other means (Pl. Specify)	

**N. Audit process and status**

Sl. No.	Audit	Status (Conducted/Not conducted)	Process
1	Academic Audit	Conducted	A Committee is formed consisting of the academic bursar, IQAC Coordinator and Principal which conduct annual academic audit of all departments in each year.
2	Gender Audit	Not conducted	
3	Energy Audit	Not conducted	

4	Green Audit	Not Conducted	
5	Financial Audit	Not conducted	
6	Research Audit	Not conducted	
7	Administrative Audit	Not conducted	
8	Any other (Pl. specific)		

#### O. Monitoring and Evaluation

1. What type of mechanism is adopted by the institute to monitor the activities of the teachers and other staff members?

Daily Biometric attendance of teachers and Manual attendance of the non-teaching staff of the institute helps to monitor the activities of the staff members of the college.

2. 1. What type of mechanism is adopted by the institute to monitor the activities of the students?

Manual attendance of the students and Proctorial classes are adopted by the institute to monitor the activities of the students.

3. Do the following units/systems of the institution need support to work effectively and seamlessly to implement their plans?

Sl. No.	System / Unit	Need (Yes/No)	Pl. Specify the kind of support needed
a)	Administrative System	Yes	Efficient and skilled manpower.
b)	Academic System	Yes	Both teaching and non-teaching staffs.
c)	Financial system	Yes	Fund requirement for both academic and maintenance of equipment's, electronics,

			building, stationary procurement, etc.
d)	Any other (Pl. Specify)		

#### P. Student Placement

Sl. No.	Particulars	Response
1	What are the important industries in the geographical area of the institute?	MCL, NTPC, OCL, Rajgangpur, Vedanta, OPGC, Bhusan Steel plant, and Rourkela Steel Plant
2	Which industries employ the most college graduates?	None
3	What specific skills or attributes are local employers seeking in their employees?	Technical experience
4	Besides available skills for self-employment, what are the other constraints that youth is facing and what kind of support do they need?	Financial Constraints is the main constraint that is faced by the students. So sufficient financial assistance and guidance, counselling and motivation is required to support them.

#### Q. 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	UG and PG
b)	Schedule Caste Students	UG and PG
c)	Schedule Tribe Students	UG and PG
d)	Students from EWS (Economically Weaker Section)	UG and PG
e)	For Differently-abled students	UG and PG
2.	What academic programs are seeing growth in enrolment of following students?	

<b>Sl. No.</b>	<b>Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:</b>	
<b>a)</b>	Women students	All subjects of UG and PG programs
<b>b)</b>	Schedule Caste Students	All subjects of UG and PG Program
<b>c)</b>	Schedule Tribe Students	All subjects of UG and PG Program
<b>d)</b>	Students from EWS (Economically Weaker Section)	All subjects of UG and PG Program
<b>e)</b>	For PWD students	All subjects of UG and PG Program
<b>3.</b>	<b>What are the employment outcomes for following students after passing out of the institution?</b>	
<b>a)</b>	Women students	Some of them are engaged in low paid job, some others are opting for higher study and the rest are searching for job opportunity.
<b>b)</b>	Schedule Caste Students	Some of them are engaged in low paid job, some others are opting for higher study and the rest are searching for job opportunity.
<b>c)</b>	Schedule Tribe Students	Some of them are engaged in low paid job, some others are opting for higher study and the rest are searching for job opportunity.
<b>d)</b>	Students from EWS (Economically Weaker Section)	Some of them are engaged in low paid job, some others are opting for higher study and the rest are searching for job opportunity.
<b>e)</b>	For PWD students	Some of them are engaged in low paid job, some others are opting for higher study and the rest are searching for job opportunity.
<b>4.</b>	<b>What is the academic/skill training support that following students may need for improving employability?</b>	
<b>a)</b>	Women students	Vocational, Skill Development and Professional Course.

<b>Sl. No.</b>	<b>Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:</b>	
<b>b)</b>	Schedule Caste Students	Vocational, Skill Development and Professional Course.
<b>c)</b>	Schedule Tribe Students	Vocational, Skill Development and Professional Course.
<b>d)</b>	Students from EWS (Economically Weaker Section)	Vocational, Skill Development and Professional Course.
<b>e)</b>	For PWD students	Vocational, Skill Development and Professional Course.

# PART – D

## IX. Metrics and Targets

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
<b>GOVERNANCE QUALITY INDEX</b>							
% of Faculty Positions vacant	44.44	09	09	09	09	09	100
% of non-teaching staff to teaching Staff	12.50	2.5	2.5	2.5	2.5	2.5	100
No. of under graduation programs	21	21	21	25	25	25	100
No. of post graduate programs	12	12	12	21	21	21	100
No. of Doctoral programs	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>ACADEMIC EXCELLENCE INDEX</b>							
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 Approx.	45 Days Approx.	45 Days Approx.	45 Days Approx.	45 Days Approx.	45 Days Approx.	100
Acceptance level of Plagiarism Check	NA	NA	NA	NA	NA	NA	NA



Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
NAAC Accreditation Grade	Nil	A	A	A	A	A+	100
National Institute Ranking Framework (NIRF) Rank	Nil	500	400	300	200	100	100
Teacher Student ratio	1:43	1:40	1:35	1:30	1:25	1:20	100
Space (teaching-learning) available for student (Square feet per student)	90	95	100	100	100	100	100
% of Visiting professors	0	5	7	8	9	10	100
% of students passing out with 60% or more marks	78.5	80	85	85	85	90	90
% of graduates employed by convocation	NA	NA	NA	NA	NA	NA	100
% of students receiving awards at National and International level	0	1	2	3	4	5	15
% of expenditure on Library, Cyber library and laboratories per year	40	20	20	20	20	20	100
% of faculty covered under Pedagogical Training	0	2	5	6	8	10	10
% of faculty involved in "higher education"	10	6	6	6	6	6	30
Functioning of IQAC	80	20	20	20	20	20	100
Dropout rate of student	20	18	15	10	5	0	100

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
No of foreign collaborations	00	00	01	01	01	01	100
Subscription to INFLIBNET for publication of research	Nil	1	1	1	1	1	100
Expenditure per student	5	6	7	8	9	10	40
Procurement of equipment for academic improvement	4.5	5	6	7	8	9	35
<b>EQUITY INITIATIVE INDEX</b>							
SC Student%	15.3	16	17	18	19	20	20
ST Student%	38.9	40	42	45	47	50	50
% of female student	100	100	100	100	100	100	100
Functioning of Committee Against Sexual Harassment (CASH)	100	100	100	100	100	100	100
Functioning of Social Protection Cell	00	00	1	1	1	1	100
Remedial Assistance programs for weak Students	100	100	100	100	100	100	100
<b>REASERCH AND INNOVATION INDEX</b>							
Per-faculty publications per year	10	5	5	5	5	5	25
Cumulative Impact Factor of publication	15	16	17	18	19	20	20

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Average H Index of institution (of all the scholars)	NA	NA	NA	NA	NA	NA	NA
% of staff involved as Principal Researcher	00	00	2	3	4	6	15
% of faculty involved in minor research project	00	00	10	10	10	10	50
% of Research projects fully/more than 50% funded by external agencies, industries etc.	00	00	05	10	10	25	50
No. of patents granted	00	00	00	1	1	1	3
% of faculty receiving national/ international awards	00	1	2	2	2	2	9
% of income generated from Research studies to total budget for the institution	00	1	2	2	2	2	9
Doctoral degrees awarded per academic year (for faculty)	NA	NA	NA	NA	NA	NA	NA
Doctoral degrees awarded per academic year (student)	NA	NA	NA	NA	NA	NA	NA
% of expenditure on Research and related Facilities	00	1	2	3	4	5	5
Digitization of Masters and Doctoral thesis	00	10	10	10	20	20	70
Under Graduate Project Experience (UPE)	00	20	20	20	20	20	100
% of Income generated from non-grant Sources	00	10	10	10	10	20	60

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
<b>STUDENT FACILITIES</b>							
No of new professional development Programs	00	2	2	2	2	2	10
% of student participating in co-curricular activities	70	20	20	20	20	20	100
% of student participating in sports activities	35	10	10	10	10	10	50
Existence of Placement Cells and Placement Plan	00	1	1	1	1	1	5
% of students engaged in internship programme	00	20	20	20	20	20	100
% of expenditure on infrastructure maintenance and addition	00	5	10	15	20	25	75
Availability of hostel per out-station female student	2	1	0	1	0	1	3
Availability of hostel per out-station male student	NA	NA	NA	NA	NA	NA	NA
Student Experience Surveys	10	10	10	10	10	10	50
<b>INFRASTRUCTURE AND OTHERS</b>							
Additional Class room (Pl. specify the size)	93	18(32 Seated) 18(64 Seated)	00	00	2(64 Seated) 16(Lect Th)	03(64 Seated)	57

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Laboratory	14	0	5	0	0	0	5
Any other new infrastructure	00	00	00	2(CH) 1(Auditor)	00	00	3
Expenditure on Major or Minor repairs	00	10	10	10	10	10	50
Adequacy of Staff Quarters	00	20	20	20	20	20	100
% of Income generated from training courses	00	10	10	10	10	10	50
% of Income generated from consulting	00	5	5	5	5	5	25
Computer/digital facility in the institution	40	12	12	12	12	12	60
Internet connectivity of Campus	10	10	10	20	20	30	100
Procurement of furniture and fixtures	10	10	10	10	10	10	50

## X. Five Year Plan

### i. Strategic plan envisaged to manage the administrative structure

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"><li>• Requirement of skilled non-teaching staffs.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• Creation of official domain of email id for all regular staff.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• Plan to develop and maintenance of tracking system and conduct academic, administrative audit, green audit and energy audit.</li></ul>
2027-28	<ul style="list-style-type: none"><li>• To enhance the employability through skill development.</li></ul>
2028-29	<ul style="list-style-type: none"><li>• Adoption of new technology based administration.</li></ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"><li>• 100% enrolment of students in all the departments.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• 20-30% industry academia student interface.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• Introducing vocational courses.</li></ul>
2027-28	<ul style="list-style-type: none"><li>• Creation of new PG Department for some of the UG Courses.</li></ul>

2028-29	<ul style="list-style-type: none"> <li>10% increase in student enrolment in IT related courses.</li> </ul>
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**iii. Projected growth rate of girl student enrollment over the years**

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>100% enrolment of students in all the departments.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>20-30% industry academia student interface.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>Introducing vocational courses.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>Creation of new PG Department for some of the UG Courses.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>10% increase in student enrolment in IT related courses.</li> </ul>

**iv. Projected growth rate of boy student enrollment over the years**

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

Year	Strategic Plan
2028-29	NA

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Adoption of curriculum as per NEP-2020 Guidelines.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Introduction of more market driven application oriented courses.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Curriculum pertaining to promotion of research.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Introduction of skill development courses.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Introduction of management courses like BBA,MBA,PMIR, etc.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• All the faculties are appointed by DHE, Odisha through OPSC. The vacancy list will be sent to DHE, Odisha for necessary action.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• To fill-up 100% sanctioned teaching post.</li> </ul>



2026-27	<ul style="list-style-type: none"> <li>90% faculty must have PhD with adequate number of research publication.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>Engagement of faculties specialisation to skill development courses.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>Engagement of faculties with specialisation in management oriented programs.</li> </ul>

**vii. Plan to maintain the faculty-to-student ratio as it grows in the coming years**

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>Requirement of more number of faculty to maintain the faculty-student ratio.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>1:25 faculty-student ratio to be maintained.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>1:25 Mentor Mentee ratio to be maintained.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>1:15 faculty-student ratio in skill development courses.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>1:15 faculty-student ratio in other allied courses.</li> </ul>

**viii. Training and development plans for new faculty**

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>Encourage newly appointed faculties to join FDP, PDP, Orientation Program, Workshop &amp; more number of Seminars as per the UGC norms and Guidelines.</li> </ul>

Year	Strategic Plan
2025-26	<ul style="list-style-type: none"> <li>To encourage the faculties to join training program to be conducted by DHE, Odisha.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>Promotion of research culture in the institution.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>To encourage all the faculties to join in specialised certificate programs through industry academia collaboration.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>To encourage all the faculties to join in ICT related courses.</li> </ul>

**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	<ul style="list-style-type: none"> <li>Compulsory submission of PAR (Performance Appraisal Report) to concerned authority for assessment of the faculties.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>Time to time academic audit and introduction of academia industry collaboration for teaching learning process.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>Develop an own standard of performance assessment plan covering all the academics.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>To felicitate the faculties for outstanding academic performance.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>Regular student feedback system to enhance the faculty performance.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>Requirements are done by DHE Odisha from time to time along with the adoption of advanced increment system and special allowance like enhanced HRA, other allowance, staff quarter etc. as per UGC guideline by Government of Odisha for faculties.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>Requirement of Guest faculties as per the requirement.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>Maintenance of High standards in recruitment of Guest Faculty.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>Adoption of promotion facilities in time bound manner as per the guidelines of UGC.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>Promote higher studies like PhD, Research etc. by reducing the time gap in case of in service PhD and being lenient in sanctioning study leave.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>More 18 numbers of 32 seated classroom to accommodate newly opened PG courses and more 18 numbers of 64 seated classroom to accommodate newly opened UG courses.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>More 05 numbers of laboratory to execute practical classes for newly opened PG and UG courses.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>More 02 numbers of Conference hall are required to conduct conferences, seminars and 01 Auditorium.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>More 16 numbers of lecturer theatres to be required to conduct classes.</li> </ul>

2028-29	<ul style="list-style-type: none"> <li>• Separate commerce block to be required.</li> </ul>
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**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	<ul style="list-style-type: none"> <li>• Construction of new building is required to organize the classes for newly opened courses.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Divyanga friendly Classroom for differently abled students.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Construction of central research facility building.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Construction of separate classrooms for vocational courses.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Separate commerce block to be required.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• 21 numbers of ICT enabled smart classrooms for each department are required to meet the current learning process.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Sufficient numbers of modern equipment are required to upgrade all the laboratory market needs.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Requirement of internet connection of all class rooms to 5G Broadband.</li> </ul>

Year	Strategic Plan
2027-28	<ul style="list-style-type: none"> <li>• Introduction of public address system in all the class rooms.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Introduction of 3-D enabled projection system to all Science Classes.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• 600 Bedded hostel for Girls' Students with facilities like table, bed, fan, cooler, inverter, boring, etc.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Auditorium with 1200 seated capacity having central AC with modern amenities like projector, Wi-Fi, etc.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Playground with sport facilities.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Indoor Gymnasium for girl students.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Indoor stadium.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Sufficient numbers of new hostels to be constructed to accommodate the anticipation.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Auditorium with 1200 seated capacity having central AC with modern amenities like projector, Wi-Fi, etc.</li> </ul>

2026-27	<ul style="list-style-type: none"> <li>• Playground with sport facilities.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Indoor Gymnasium for girl students.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Indoor stadium.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• 600 bedded hostel for all students with RO System, Gymnasium, recreation centres.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Indoor stadium.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Lending library cum study room for all the hostels.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• 24 × 7 Wi-Fi Connection to all the Hostels.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• 24 × 7 Wi-Fi Study room with sufficient study material for all the Hostels.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Wi-Fi enabled hostel for all the boarders.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Renovation and modernization of all the lavatories.</li> </ul>

2026-27	<ul style="list-style-type: none"> <li>• RO enabled water purifier and water coolers for all the hostels.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Sports centre for all hostels.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Installation of Sensor based water tap for all the hostels.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Special AC dining hall for accommodating 300 students at a time for all the hostels, along with system for recycling and reuse of hostel waste.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Dining bench and table should be granite top along with medical assistance room having advance facilities.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Installation of Sensor based water tap for each dining hall.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Roti maker for all the hostels.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Dish washer &amp; sanitizer machine for each dining hall.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Compulsory summer internship program for all the science and Humanities subjects.</li> </ul>

2025-26	<ul style="list-style-type: none"> <li>• More number of on and off Campus drive program for all the students for UG and PG.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Compulsory Field trip/ industrial visit/ study tour for humanities &amp; science subjects.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Collaboration with more number of Industries for better Placement opportunities.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Collaboration with top National and International Management Institutes for betterment.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Compulsory job oriented career counselling &amp; coaching according to market need.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Special classes to encourage students for all the competitive exams including NET.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Tie up with local industries for more number of internship and placement drive.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Tie up with MNCs and PSU for more number of internship and placement drive.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Collaboration with top National and International Management Institutes for betterment.</li> </ul>

**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	<ul style="list-style-type: none"> <li>• Tie up with local industries for more number of internship and placement drive.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Tie up with MNCs and PSU for more number of internship and placement drive.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Collaboration with local industries to promote and support start-up programs.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Collaboration with top National and International Management Institutes for betterment.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Collaboration with Manufacturing industries for better Placement opportunities.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Organizing special career fairs programs and events.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Organizing industry specific programs and workshops to connect potential employers.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Focusing on orientation of students towards internships and various projects in different companies to connect our students with potential employers.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Inviting lectures from the industrial tycoons to connect our students with potential employers.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Inviting successful alumni employees for motivational talk.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"><li>• To encourage the faculties to apply for OURIIP and other UGC funded projects.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• To encourage the faculties to apply for ICSSR/DBT/DST/ICHR/CSIR and ICPR funded projects.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• To develop a central research laboratories with all the modern facilities to accommodate.</li></ul>
2027-28	<ul style="list-style-type: none"><li>• To frame own research policies to encourage the faculties for projects and research.</li></ul>
2028-29	<ul style="list-style-type: none"><li>• Collaboration with major research institute of both national and international to facilitate the research activities.</li></ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"><li>• To encourage the faculty members for more number of publication of articles/research Journals in UGC Care/Scopus index and SCI.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• To facilitate faculties with cash awards for best publications.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• Encourage faculty for compulsory publication of at least 01 article in a year.</li></ul>
2027-28	<ul style="list-style-type: none"><li>• To install plagiarism checker for facilitating the research programs.</li></ul>
2028-29	<ul style="list-style-type: none"><li>• Institutional financial support for research and publications.</li></ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"><li>• Addition of 20000 books to enrich the college library.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• Purchase of books for the students of newly opened departments.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• Subscription of minimum 100 numbers of Journals/e-journal and magazines each year.</li></ul>
2027-28	<ul style="list-style-type: none"><li>• Opening of e-resources centre with 20000 e-books.</li></ul>
2028-29	<ul style="list-style-type: none"><li>• Connecting library with EBSCO, Sci finder, NDLL.</li></ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"><li>• 03 separate reading rooms for all students of UG, PG and Staffs.</li></ul>
2025-26	<ul style="list-style-type: none"><li>• Availability of e-journal, inflibnet, journals and magazine for all the students.</li></ul>
2026-27	<ul style="list-style-type: none"><li>• Providing 01 librarian, 03 assistant librarian and 06 supporting staffs</li></ul>
2027-28	<ul style="list-style-type: none"><li>• 12 hours operational service along with Xerox, printing facilities and 10 no's of computers to access the eBooks.</li></ul>
2028-29	<ul style="list-style-type: none"><li>• Procurement of more number of e-journal, journals, Text books, reference books for students.</li></ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Addition of 20000 books to enrich the college library.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Purchase of books for the students of newly opened departments.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Subscription of minimum 100 numbers of Journals/e-journal and magazine.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Opening of e-resource centre with 20000 e-books</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Tie- up with National Digital Library and subscription of Sodh Ganga and Sodh Sindhu.</li> </ul>

**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.**

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Modernization of all the laboratories with advanced equipment and facilities like Wi Fi, Dark Room etc..</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Installation of incubation of centre.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Installation of SEM, XRD, XRF, Mass Spectrometer, rock cutting machine and Electron microscope, GC-MS, RT PCR, NMR Spectrometer in the laboratories.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Installation of soil and water analyser.</li> </ul>

2028-29	<ul style="list-style-type: none"> <li>• Installation of air quality monitor.</li> </ul>
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**xxix. Anticipate on growth of students' enrollment that impact the availability and distribution of scholarships in coming years**

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Encouraging students to apply for all the state level and national level scholarship.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Provision of special fund for meritorious students of disadvantage section.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Encouraging students to avail national and international fellowship for further higher studies.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Encouraging students for subjects specific fellowships.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Availing more number of special funds, National and international Fellowship for higher studies.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>• Encouraging students to apply for all the state level and national level scholarship.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Provision for special fund for meritorious students having poor financial background.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Encouraging students to avail national and international fellowship for further higher studies.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Encouraging students for subjects specific fellowships.</li> </ul>

2028-29	<ul style="list-style-type: none"> <li>Provision for special fund for meritorious students of disadvantage section.</li> </ul>
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**xxxi. Anticipation on projected growth rate that impact overall financial needs in the next five years**

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>30 crores for college and hostel infrastructure and 2 Crore for outsourcing staffs.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>01 crores for other financial needs(Like maintenance, etc).</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>60 Lakhs for purchase of books and journals.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>10 crores for modernization of laboratories.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>50 Lakhs for modernization of sports facilities.</li> </ul>

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

Year	Strategic Plan
2024-25	<ul style="list-style-type: none"> <li>30 crores for college and hostel infrastructure and 2 Crore for outsourcing staffs.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>01 crores for other financial needs(Like maintenance, purchasing AC, etc).</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>60 Lakh for purchase of books and journals.</li> </ul>

2027-28	<ul style="list-style-type: none"> <li>• 10 crores for modernization of laboratories.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• 50 Lakhs for modernization of sports facilities.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Upgrading traditional class room to smart class room.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Library with 20000 new books and journals.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Modernization of all the existing laboratories.</li> </ul>
2027-28	<ul style="list-style-type: none"> <li>• Fully Wi-Fi enabled campus with 2GBPS speed.</li> </ul>
2028-29	<ul style="list-style-type: none"> <li>• Providing a new playground and modernization of sports facilities.</li> </ul>

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	<ul style="list-style-type: none"> <li>• Propose plan to government for setting up new structures.</li> </ul>
2025-26	<ul style="list-style-type: none"> <li>• Proposed to Central Government and UGC for assistance.</li> </ul>
2026-27	<ul style="list-style-type: none"> <li>• Involving Alumni's in infrastructural development of the institutions.</li> </ul>

2027-28	<ul style="list-style-type: none"><li>Propose to DMF, RSP, OMC, NTPC, Vedanta and MCL for upgrading all the existing facilities under CSR.</li></ul>
2028-29	<ul style="list-style-type: none"><li>Use of local resources to cater the needs of the institutions.</li></ul>



## 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
<b>1</b>	<b>Infrastructure</b>						
	New classroom	15 Cr (Approx.)	15 Cr (Approx.)				
	Modernization and strengthening of laboratories	3 Cr (Approx.)			3 Cr (Approx.)		
	Establishment of new laboratories for PG programs	2 Cr (Approx.)		2 Cr (Approx.)			
	Modernization of classrooms	2 Cr (Approx.)	40 L (Approx.)	40 L (Approx.)	40 L (Approx.)	40 L (Approx.)	40 L (Approx.)
	Upgradation of Learning Resources						
	Staff Quarters	15 Cr (Approx.)	15 Cr (Approx.)				
	Hostel facility for students	15 Cr (Approx.)	15 Cr (Approx.)				
	Procurement of equipment for academic improvement	7 Cr (Approx.)			7 Cr (Approx.)		
	Procurement of furniture and fixtures	2 Cr (Approx.)	2 Cr (Approx.)				
Establishment/Upgradation of Central and Departmental Computer Centres	25 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)	

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Modernization/improvements of supporting departments						
	Modernization and strengthening of libraries and increasing access to knowledge resources	60 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)
	Refurbishment (Minor Civil Works)	25 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)	5 L (Approx.)
	<b>Total of Infrastructure</b>	62.1 Cr	47.62 Cr	2.62 Cr	10.62 Cr	62 L	62 L
2	<b>Research and development support</b>						
	Establishment and functioning of Research Cell	10 Cr (Approx.)		10 Cr (Approx.)			
	Teaching and Research Assistantships to increase enrolment in existing and new PG programmes						
	Research Assistance support to faculty						
	Provision of resources for research support						
	Enhancement of R&D and institutional consultancy activities						
	<b>Total of Research and development support</b>	10 Cr (Approx.)		10 Cr (Approx.)			
3	<b>Faculty Development Support</b>						

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	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	10 Lakh	2 Lakh	2 Lakh	2 Lakh	2 Lakh	2 Lakh
	Faculty exposure programme	10 Lakh	2 Lakh	2 Lakh	2 Lakh	2 Lakh	2 Lakh
	<b>Total of Faculty Development Support</b>	20 Lakh	4 Lakh	4 Lakh	4 Lakh	4 Lakh	4 Lakh
4	<b>Institutional Reforms</b>						
	Technical assistance for procurement and academic activities	7 Crore	2 crore	2 crore	1 crore	1 crore	1 crore
	Institutional management capacity enhancement						
	<b>Total of Institutional Reforms</b>	7 Crore	2 crore	2 crore	1 crore	1 crore	1 crore
5	<b>Academic support</b>						
	Creation of new departments/courses						
	Curriculum revision and planning						
	Modernisation and technology enabled academic and examination/assessment system						

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Library improvement programme						
	Procurement books for Library	60 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)	12 L (Approx.)
	Procurement of journal and newspapers	10 L (Approx.)	2 L (Approx.)	2 L (Approx.)	2 L (Approx.)	2 L (Approx.)	2 L (Approx.)
	Enhanced Interaction and communication with Industry						
	Temporary faculty engagement						
	Student support activities						
	<b>Total of Academic Support</b>	70 L (Approx.)	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)	14 L (Approx.)
<b>6</b>	Others (outsourcing staff, maintenance, modernisation of sport )	3.5 Cr (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)
	<b>Total of others</b>	3.5 Cr (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)	70 L (Approx.)
	<b>GRAND TOTAL</b>	83.4775 Cr (Approx.)	50.4955 Cr (Approx.)	15.4955 Cr (Approx.)	12.4955 Cr (Approx.)	2.4955 Cr (Approx.)	2.4955 Cr (Approx.)

**Signature of IDP Formulation Committee Member**

1. Master Narayan, IDP Coordinator.
2. Sanjita Ashijita, IDP Associate Coordinator,
3. Bhanupriya, Member, IDP Committee
4. Bijan Kumar Patel, Co-ordinator Financial Aspects
5. Susmita Naik, Academic Coordinator.
6. Sunil Pradhan (Member), Asst. professor in zoology
7. Chitta Ranjan Baeik (Member), IDP Committee

Harshini 31/5/24

Principal

Govt. Women's College, Sundargarh

Principal

Govt. Women's College  
Sundargarh