P. N. DAS COLLEGE

Santinagar, Palta, P.O.: Bengal Enamel, North 24 Parganas, Pin - 743122 (W.B.)
Phone : (033) 2592 1327, Fax : (033) 2592 1327, e-mail : pndc.principal11@gmail.com
Website : www.pndascollege.in

NAAC ACCREDITED - 2016

2018-19

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1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity:

• Name of the Institution   : P.N. Das College

• Is the Institution approved by regulatory body: Yes, by West Bengal State University from 2008 and by Calcutta University since 1962.

• Furnish approval no.   : Govt. Order No. 300-Edn(U)/EH//1U-38/08
dated 26/05/08

• Type of Institution   : Government -aided

• Status of Institution   : Constituent Institution

• Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)	Dr. Sharmila De	03325921327	9748329535		pndc.principal11@gmail.com
RUSA Institutional coordinator	Sri Sanjib Kr Dhar	03325921327	9432166915		sanjibdhar009@gmail.com
Nodal Officers for:					
Academic Activities	Dr Basumita Tarafdar	03325921327	9831495349		btarafdar2017@gmail.com
Civil Works including Environment Management	Sri Suman Ranjan Bandyopadhyay	03325921327	9477718347		suman.ranjan.bandyopadhyay@gmail.com
Procurement	Dr. ThakurdasTudu	03325921327	9748177419		tudupndc@gmail.com
Financial aspects	Dr Bablu Biswas	03325921327	9732602850		bablubiswaskb@gmail.com
Equity Assurance Plan Implementation	Dr Mohasin Mallick	03325921327	9434434532		mohasinmallick697@gmail.com
Research & innovation	SmtKakoli Sen Banerjee	03325921327	9830192899		ksenbanerjee@gmail.com
MIS	Sr Sanjib Kr Dhar	03325921327	9432166915		sanjibdhar009@gmail.com

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1.2 Academic Information:

- UG/PG/PhD programsofferedinAcademicyear2018-19

S. No	Title of programs	Level (UG,PG, PhD)	Duration(Years)	Year of starting	sanctioned annual Intake, present	Total student strength(1st,2nd&3rd)
1.	B.A (GENERAL) - (BENGALI, ENGLISH, HISTORY, PHILOSOPHY, ECONOMICS, POL-SCIENCE)	UG	3	08/08/1962	*	**
2.	B.COM (GEN.)	UG	3	01/07/1975	150	11
3.	B.COM (HONS.)	UG	3	20/09/1995	81	09
4.	BENGALI (HONS)	UG	3	05/09/1996	111	44
5.	HISTORY (HONS)	UG	3	10/09/2001	58	25
6.	POL-SCIENCE (HONS)	UG	3	19/05/2003	58	15
7.	EDUCATION(HONS)	UG		17/06/2013	46	30
7.	EDUCATION (GENERAL)	UG	3	11/06/2003	*	**
9.	ENGLISH(HONS)	UG	3	14/07/2003	91	59
10.	MATHAMETICS (GENERAL)	UG	3	14/07/2003	40	12
11.	HINDI (GENERAL)	UG	3	14/07/2003	*	**
12.	PHYSICAL EDUCATION (GENERAL)	UG	3	13/08/2004	*	**
13.	GEOGRAPHY (GENERAL)	UG	3	22/06/2005	*	**
14.	GEOGRAPHY (HONS)	UG	3	17/06/2013	33	31
15.	SANSKRIT (GENERAL)	UG	3	17/06/2013	*	**
16.	B.SC. (GENERAL) CHEMISTRY, PHYSICS, COMPUTER SCIENCE	UG	3	17/06/2015	Chemistry :40, Comp. Sci : 40, Physics:50	12

*Total sanctioned strength of B.A. Gen, all subjects taken together is 1000

** Total B.A. Gen(1st,2nd,3rd): 479

- Whether Institution is accredited?:**YES**

  - Grade......   :**B**
  - When.......   :**02/12/2016**

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* Accreditation Status of UG programs:

Title of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March2018?	Whether "Applied for" as on 31stMarch2018?
B.A(HONS),B.SC(HONS), B.COM(HONS), B.A.(G), B.Sc.(G),B.Com(G)	**ACCREDITED**	**YES**	**NA**

*Accreditation Status of PG programs : NA

Title of PG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 20xX?	Whether "Applied for" as on 31stMarch20XX?

1.3 Faculty Status (Regular/On-Contract Faculty as on March 31st, 2018.

Faculty Rank	No. of Sanctioned Regular	Doctoral Degree				Masters Degree				Bachelor Degree				Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15= (3+5+7+9+11+13)	16= (2-15)	17= (4+6+8+10+12+14)
Prof.	01			01				0						01	0	0
Asso. Prof.	09			05				04						09	0	0
Asst. Prof.	09			04				04						08	1	0
Govt. Approved PPT.	06			0				06						06	0	0
Management Appointed/ Guest Lectures	00							14						14	Not sanctioned by Govt.	14
Total	25			10				28						38	1	14

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

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

S. No	Parameters	
1	Totalstrengthofstudentsinallprogramsandallyearsofstudyintheyear2018-19	728
2	Total women students in all programs and all years of study intheyear2018-19	372
3	Total SC students in all programs and all years of study in the year 2018-19	307
4	Total ST students in all programs and all years of study in the year 2018-19	08
5	Total OBC students in all programs and all years of study in the year 2018-19	56
6	NumberoffullyfunctionalP-4andabovelevelcomputersavailableforstudentsintheyear 2018-19	20
7	Total number of text books and reference books available in library for UG and PG	14289
	Student-teacher ratio	1:30
8	%ofUGstudentsplacedthroughcampusinterviewsintheyear2018-19	0
9	%of PG students placed through campus interviewsintheyear2018-19	NA
10	%of high quality undergraduates(>75%marks)passedoutintheyear2018-19	0
11	%of high quality postgraduates(>75%marks)passedoutintheyear2018-19	NA
12	NumberofresearchpublicationsinIndianrefereedjournalsintheyear2018-19	03
13	Number of research publications in International refereedjournalsintheyear2018-19	04
14	Numberofpatentsobtainedintheyear2018-19	0
15	Numberofpatentsfiledintheyear2018-19	0
16	Numberofsponsoredresearchprojectscompletedintheyear2018-19	0
17	Thetransitionrateofstudentsinpercentagefrom1styearto2ndyear in the year 2017-18for:(i) all students (ii) SC (iii)ST (iv)OBC	(i)70% (ii) 68% (iii) 0% (iv) 65%
18	IRG from students' fee and other charges in the year 2018-19(Rs. In lakh)	33.9
19	IRG from externally funded R & D projects, consultanciesintheyear2018-19(Rs. In lakh)	0
20	Total IRG in the year2018-19(Rs. In lakh)	33.9
21	Total annual recurring expenditure of the institution in the year 2018-19 (Rs. In lakh)	33.28

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1. Executive Summary of the IDP:

P N Das College was established in the year 1962. The college is affiliated to the West Bengal State University since 2008.The college campus measures 4.3 acres and has a built up area of 2881 sq.m.

The college has been accredited for the first time in 2016, and has been awarded grade B.

The process of accreditation has initiated the beginning of self introspection, identification of strengths and weaknesses of the college. The strengths and weaknesses of the college have been clearly stated on the college website. Though the infrastructural facilities offered by the college are adequate there are areas that need to be developed and a lot more facilities need to be procured.

Founded in 1962 with a few subjects and fewer classrooms, our college has come a long way. The college offers Honours courses in English, Bengali, Education, Political Science, History, Geography and Commerce. Apart from this, the college offers General courses in Science, Humanities and Commerce.

From the academic session 2018-19, West Bengal State University has initiated the Choice Based Credit System and the college is following the newly introduced curriculum.

All members of the faculty adhere to a technology based approach of Teaching. Almost half of the classrooms are ICT enabled. Special attention is given to the slow learners; extra classes and Remedial classes are held for the upliftment of the academic standard of these students. Campus is wifi enabled.

The Library is fully automated; periodicals and journals are on display for all. Earn-while-you-Learn is a beneficial program for the students. Frequent exhibitions, Book talks, Best Library User award and other programmes are organised at the college library to inculcate the habit of reading in students.

The NSS and NCC units of the college are very active. Different extension activities are taken up by the units regularly for generating awareness on social and economic issues.

Students are motivated to participate in games and sports, diverse cultural activities, youth parliament competitions, quiz, etc.

Regular feedback from students is encouraged for improvement of academic, administrative and infrastructural standards of the college.

The financial audit is carried out regularly. The utilization certificates for the grants received under various heads are submitted within stipulated period.

The college presently has the student strength of approximately 900; 17 permanent full time teachers, one librarian, 6 permanent Part Time Teachers and 12 management appointed teachers, 2 Guest Lecturers. With the changing scenario the college aims at academic expansion in terms of introduction of more subjects.

The college offers Honours in Bengali, English, History, Political Science, Education, Geography and Accounting and Finance B.Com.(H). In addition B.A, B.Com and B.Sc. General programmes are offered.

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2. DETAILS OF SWOT ANALYSIS

SWOT analysis has been done on the basis of feedback received, discussions in the meetings of Academic Committee, Internal Quality Assurance Cell, Finance Committee and the Governing Body. Database of students, Internal Academic Audit, Financial Audit reports, academic results and the continuous effort in keeping pace with the global change at this level and analysis of the results reached upon have helped to carry out the SWOT analysis.

STRENGTH:

1) Initiative towards quality achievement and sustenance post accreditation by NAAC.
2) Decentralised governance
3) Low student teacher ratio ensures special attention to the less privileged, weaker students; Increase in confidence of students and an overall personality development. Also regular assessments, assignments and wall magazines supported by Power Point Presentation are held.
4) Extensive use of Information and communication technology due to regular meetings and monitoring by the IQAC.
5) Harmonious relation among the stakeholders.
6) Library is automated, budgetary provision for procurement of books. INFLIBNET and NLIST subscribed to. Students are motivated to use the Library facilities through various programmes; library hours for improvement in class tests, Book Talk, Best Library User award etc.
7) Office is completely computerized and staff student friendly.
8) Regular feedback from students taken, analysed and report is handed over to the Departments for improvement.
9) Communicative English classes are arranged for all the students.
10) Entry in Services Coaching is offered by the teachers of the institution.
11) Regular meetings of all committees and cells.
12) Bridge course in the beginning of the session, learning outcome discussed and posted on the website.
13) Proactive IQAC members.
14) Workshops are arranged for promoting the co curricular activities of students, Educational tours are arranged for all interested Departments.
15) Mentoring is done by the Departmental Teachers, tutor ward interaction promoted.
16) Departments use Google platform for attendance and e classroom.
17) Active NSS and NCC units; regular health awareness, environment awareness and social awareness programmes are held.

WEAKNESS:

1) Number of classrooms not adequate causing constraint in opening of new courses.
2) Library needs to be extended.
3) High percentage of Management Appointed Teachers.

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4) Maximum number of Full Time Teachers in a Department is 02, many having a single teacher. This is a constraint on opening of Post Graduate courses.

5) Low demand ratio due to infrastructural constraints.

6) All rooms not ICT enabled.

7) Laboratory space needs to be increased.

OPPORTUNITIES

1) A structured mentoring programme.

2) Establishment of a functional Placement Cell and placement programmes at regular intervals.

3) Set up of a Language Laboratory.

4) Setting up a Gymnasium with modern facilities.

5) Skill development programme through NSDC.

6) Interaction with industry.

CHALLENGES

1) To increase student strength.

2) To enhance spoken English capability of students.

3) To reach out to the local community and involve them in the upliftment of the institution.

4) To motivate and involve the alumni association at large.

• STRATEGIC PLAN DEVELOPED FOR INSTITUTIONAL DEVELOPMENT

There is a general trend of students to enroll in institutions in urban areas; there is a steady competition between the rural and urban institutions and an all round effort to attract students in terms of ambience, infrastructure, teaching, overall development and placement is the key to development of an institution. The staff members are dedicated to the cause and the institution can boast of use of modern technology and complete effort of the teachers towards the growth of students. However position and lack of infrastructure are placing a constraint which the institution is trying to address.

Curriculum as a whole along with logical thinking, scientific aptitude and skill development through new courses aiming at a liberal education system should be the thrust area.

1) INFRASTRUCTURE DEVELOPMENT:

a. The number of classrooms needs to be increased and so a proposal for construction of 6 rooms has been prepared. There is a need for construction of a Language laboratory in the college so that the students can learn a language at their selected pace and without fear and embarrassment.

b. The common room for boys needs to be extended. The canteen of the college needs a facelift and extension. There is at present one functional photocopier in the office and there is a need to install one in the library.

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c. The library of the college is automated and holds 14289 books. The college has NLIST subscription. The reading room for students needs to be upgraded and more computer terminals need to be introduced. More reference and text books (multiple copies) need to be procured.

d. There is a computer centre with 12 computers where basic computer training is organised for students. More computers need to be purchased for the Computer Centre. Also the teachers are provided with laptops but more number of computers need to be purchased in order to provide each department with its own computer laboratory.

e. The Academic building as well as the administrative building needs to be renovated. A large area of the campus remains undeveloped. Approach roads, sanitation, drainage, cycle shed for parking, a garbage dumping area, solar lighting system etc need to be commissioned.

f. There is a gymnasium for the students and staff. The equipments need to be replaced by modern equipments. The college has received fund(partial) from UGC for constructing an Indoor Sports Complex. The various facilities thereof need to be developed.

g. Some skill development programs suited to the demand and leading to employability need to be undertaken.

h. Infrastructure for starting some certificate courses, MOOCs: more computer terminals for students.

i. Language Laboratory needs to be set up.

j. The Research Cell of the College encourages teachers to promote research activities and publication in journals. At present the teachers' reading room in the library serves as the Research cell as well. However a room dedicated for the purpose with a number of computers with internet connectivity needs to be developed.

k. The newly constructed classrooms need seating arrangement. The computer laboratory needs fixtures.

Furniture and fittings for library and cafeteria need to be procured.

The activities proposed are directly linked with the SWOT Analysis and have been proposed on the basis of weaknesses of the institution, challenges faced and opportunities lying ahead.

3. OBJECTIVE OF THE PROPOSAL:

- Development of infrastructure along with the Faculty Development programmes shall increase the demand for enrolment.

- The increased number of computers to target an initial computer student ratio of 1:10 will enable a good number of students to register for MOOCs. The economic background of the students of this institution does not permit most of them to have a personal computer and they depend mostly on the computers installed in the college campus.

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- Setting up of a language laboratory and initiating Communicative English, if possible Hindi later on, will enhance the level of confidence of the students to face job interviews.

- Skill Development programmes, a proper functional placement cell and industry interaction can increase the chances of employability.

- Drop out can be reduced if there is a higher probability of employability; most of the students opt out of general courses for registering in Technical courses or job based courses. This is a serious problem which needs to be addressed.

4. ACTION PLAN

a) Improving employability of graduates:

Choice Based Credit System has been introduced from the academic session 2018-19 by the affiliating University. The syllabus is in accordance with the present academic interests with emphasis on Compulsory Ability Enhancement Courses and Skill Development Courses. There is a pool of options to be chosen from with an aim to offer basic skill development. This can be appended with some advanced courses and industry interaction to promote job opportunity.

Certificate and professional development courses need to be set up.

b) Increased Learning Outcome of students:

Steps for increased Learning Outcome are being taken; however a lot more needs to be done.

There has been a change in teaching methods, classical methods of teaching are being supplemented with ICT enabled teaching. Teachers have formed classrooms on e-platform where they provide the lecture notes, reference and an assessment at the end of the module. Those assessments are checked and the progress can be quantized. Regular training is given to the teachers by the Principal and external experts. A change has been initiated and is being sustained.

Students present seminar on selected topics and publish in wall magazine.

These efforts have been reflected on the Semester 1 results and more is expected in coming days.

c) Obtaining autonomous institution status within 2 years:

Autonomy ensures academic freedom and the course structure can be framed. However, the prerequisite of obtaining Autonomous status is NAAC Accreditation with at least A grade or by NBA.

This requires a lot of planning, infrastructure, financial support and staff strength.

The college is due for reaccreditation in 2021. The IQAC is dedicated to the cause of enhancing the quality of education. With a combined effort, it is expected that the institution will fare well in the assessment.

Based on the report, introduction of a few new courses, some certificate courses and job oriented courses, it should be possible to attain autonomy.

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d)The vision of the autonomous status will be to achieve 60% of the eligible UG, and PG if applicable, within 2 years. The effort from the institution end will be sincere.

e)Implementation of Academic and Non Academic Reforms.

- The college has adopted CBCS from the academic session 2018-19. However owing to shortage of classrooms, infrastructure and staff members the choice allowed by the institutions is limited to some extent. Efforts to increase the choice offered shall be made after infrastructural development. The feedback received from the students will give an insight into the demand.
- Curriculum shall be reviewed at regular intervals.
- Introduction of certificate courses, skill based courses and registration to MOOC platform by students.
- There needs to be a cluster of colleges to ensure academic flexibility and excellence.
- Social Service , Environment awareness projects need to be introduced as compulsory (credit allotted)
- Similarly fitness programmes (physical and mental) could be incorporated.

f)   Interaction with industry

Bridging the gap between industry and educational institutions is the most important step towards promoting employability. Setting of an Industry Institution interaction cell which will interact with the industry; the data bank of the students can be shared with the various companies. Many companies approach the institution for list of graduates and final year students. They arrange a seminar and later on proceed towards a personality test. However the number of companies is very few resulting in few jobs. A structured mechanism needs to be in place; students should interact with various industries in a structured manner so that both the stakeholders in this case have a transparency and understand the benefits. If this is done along with an active placement cell, the chances of employability after graduation should increase.

g)Enhancement of Research and Consultancy activities:

Introduction of post graduate courses, appointment of higher number of permanent faculty and increased infrastructure may enhance Research Activities. There should be an incentive towards Research publications, a small seed money for contingency is offered by the college.

Practically Research is a full time job and teachers who continue research in addition to the increasing work load should be applauded. The college Library has INFLIBNET NLIST subscription and the authority cooperates with the teachers in all manners, allows study leave, on duty for attending seminars and conferences.

5.   FINISHING SCHOOL AND IMPROVING THE ACADEMIC PERFORMANCE OF SC/ST/OBC/ECONOMICALLY WEAK STUDENTS:

The college is located in a backward area where **50 %** of the students belong to SC/ST/OBC.

Following are already in progress for the upliftment of the SC/ST/OBC/economically weak students

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- Entry in Service Coaching for all interested students.
- SC/ST candidates receive scholarship from the Government.
- There is a general tendency to stay away from college due to economic reasons; continuous messages from the college are delivered, guardians are informed and met by the Principal. Students are allowed some leniency and are encouraged to join Earn While You Learn Program.

A member of the Teaching Staff leads the SC/ST cell. It is proposed that all activities be linked with the SC/ST Cell. The strengthening of this cell and a structured mentoring for these students may lead to better results in future.

6. ACTION PLAN FOR STARTING OF NEW PG PROGRAMS :

- Introduction of courses that have a higher chance of employability globally.
- Appointment of permanent faculty, administrative staff.
- Higher percentage of teachers with Ph.D.
- Strengthening of Science Departments with laboratory, books, classrooms.

7. TRAINING NEEDS ANALYSIS :

ACTION TAKEN SO FAR :

- Introduction of advanced pedagogy through workshops and training.
- ICT enabled teaching in all departments, possible through constant monitoring, feedback and training support.
- Annual Internal Academic Audit analyses the progress of the teachers towards transition to the modern pedagogy.

ACTION PLAN :

- Higher percentage of classes to be conducted on e platform.
- A webpage for e module Library has been launched. Teachers have been asked to provide study materials centrally, apart from what they share with the class. All the e modules will be uploaded subject wise and paper wise and the repository would be linked to the college website.
- More workshops need to be arranged for sustenance and for further development.
- A month wise report may be prepared monitoring the rate of transition.

FACULTY DEVELOPMENT PLAN

- Extensive workshop and training programmes need to be arranged, there is a general inclination towards classical modes of teaching; the more the number of trainings and post training evaluation of understanding, easier it will be to orient the teachers to adopt the modern pedagogy extensively.

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Stress should be on preparation of module by the teachers based on their own lectures with references and suggested study material.

Though modern pedagogy is the call of the hour, basic method cannot be completely ignored. So basic method of teaching shall continue to support the modern technology.

- Subject/domain knowledge enhancement:
  Revision of curriculum is inevitable and learning objectives, goals for learning, learning at chosen pace of the learner have become important today. New topics are being included in the syllabi and to deliver the same, teachers must attend workshops. Regular interaction among teachers of the same discipline may enhance the domain knowledge.
  Experts may be invited for guiding the teachers on their subject of expertise.

- Orientation and Refresher courses are offered by various institutes and teachers are encouraged to attend the same. To achieve outcome within two years, seminars or workshops should be arranged at regular intervals by a cluster of colleges. Regular interaction, meetings of syllabus committee and exchange of ideas together can work together to achieve the target.

- Improvement in faculty qualifications
  Faculty Development programmes should be encouraged. Quality of an institution can be ensured through the development of the faculty.

- Improving Research Capabilities
  There is a wide gap between the Research Institutions and Educational Institutions in terms or Research and Publications. Funding and lack of Research Infrastructure are two important reasons. Institutions should be able to provide Research facilities, infrastructural support. Study Leave may be arranged. Teachers should be encouraged to participate in seminars, financial support for presentation should be provided.
  Collaborative approach should be encouraged. There is a proposal for an award for publication in ranked journals.

8. ACTION PLAN FOR TRAINING TECHNICAL AND OTHER STAFF:

There has been a shift of the methodology of office keeping. Basic computer literacy is a must for Administrative jobs. All data is stored and shared over LAN. Integration of all the wings in one software which is updated regularly.

All the transactions with the Government, University, all relevant quarters are through e mode. Regular training programmes need to be arranged as the data management is going through a revolutionary change. Unless all the staff members are taken under the same umbrella and on the same footing, cohesive work is not possible.

The staff members who have expertise in this field assist others in learning at a slow pace.

Orientation programmes could be arranged for the staff members.

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9. RELEVANCE AND COHERENCE OF INSTITUTIONAL DEVELOPMENT PROPOSAL WITH STATE/NATIONAL INDUSTRY/ECONOMIC PLAN :

Relevance and coherence of IDP with State's Industrial/Economic Development Plan

❖ **Government's main thrust is on Human resource development with appropriate scientific, technical and managerial skills to maximize employability.**

IDP: To upgrade the skills of human resources to meet global standards.

a) Presently the institution offers only B.Sc. General Course in Pure science consisting of the subjects Physics, Chemistry, Mathematics and Computer science. It plans to introduce more subjects like Botany, Zoology and related subjects. At the same time the institution will apply for introducing the PG courses to those subjects.

b) It intends to promote Skill Development Programme to increase vocational, technical and managerial skills through NSDC and other such organizations.

c) It emphasises to promote collaboration with industry to enhance better employability.

d) Each student graduated from this institution will have minimum software skill. For this purpose online software certificate courses (Bombay IIT) is introduced.

❖ **Government's policy is to generate electricity from renewable energy sources.**

IDP: The institution aiming for generating solar energy sufficient for the daily requirement.

❖ **Ease of doing Business is Government's present thrust area:**

IDP: E-Governance, E-tendering and E-procurement are done to some extent in this institution and will be reintroduced in great extent.

❖ **Government's ICT policy bears Hardware and software professionals:**

IDP: It is beyond our capacity at the present scenario but the institution determines to introduce 100% ICT enabled class room for providing the students a minimum sense of ICT and their involvement into it so that they can be able to prepare projects and seminar presentations.

❖ **Agricultural sector:**

a) In agriculture our Government has special attention in producing Medicinal plants.

IDP: The institution has a small medicinal plants' garden. We intend to produce a considerable amount of such plants to earn revenue from it.

b) **The Government has also investing a good amount of money to collect surface water through the project "Jal Dharo Jol Varo" for further use in agriculture.**

IDP: (i)The institution has two water bodies which should be excavated to regain its capacity to restore a considerable amount of surface water for gardening and medicinal plants.

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(ii) It is a provision to use the water bodies for fishery purpose which may return back a good amount of revenue.

❖ **Government is promoting the industry of Tourism and Tourism Activities.**

IDP: The institution has the opportunity to introduce UG courses regarding Tourism to increase greater employability in the expanding industry of tourism.

❖ **The Government nurtures and supports the labour intensive micro small and Medium Enterprises.**

IDP: The institution has the provision to introduce vocational courses regarding this area by signing MOU with proper organization if sufficient infrastructure can be developed in the institution.

10. PARTICIPATION OF DEPARTMENTS/FACULTY IN THE IDP PREPARATION:

The IDP was prepared with the help of IQAC, RUSA College Committee and the College Office.

11. Describe the Institutional project implementation arrangements with participation of faculty and staff

- Formation of task groups in accordance with the projects; each group led by project nodal officer

- Upon receipt of grants, RUSA cell to meet and initiate the process

- The procurement cell is led by the Convenor of Purchase Committee and the Purchase Committee shall do the needful.

- The Building Committee shall work in harmony with the cell responsible with Civil Works.

- Financial aspect to be taken care of by the Finance Committee

- Since all the Committees are chaired by the Principal, monitoring of the projects will be simple.

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1.12 Institutional Project Budget (this is meant for existing institutions)

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(In Rs)

S. No	Activities	Project life	Allocation	Financial Year 2020-21	2019-20	2018-19	2017-18	2016-17
1	Infrastructure							
1.	Modernization and strengthening of laboratories	1 Yr.		200000	100000	100000	100000	50000
2.	Establishment of new laboratories for existing UG and PG programs and for new PG programs	3 Yrs.		0	800000	0	0	0
3.	Renovation of Laboratory	3 Yrs.		0	1110000	0	0	0
4.	Establishment of New Classrooms & Others	3 Yrs.		0	10335000	0	0	0
5.	Modernization /Renovation of classrooms & others*	3 Yrs.		250000	4375000	300000	150000	100000
6.	Establishment/Upgradation Sports Facility	3 Yrs.		0	2000000	0	0	0
7.	Updation of Learning Resources	1 Yr.		25000	20000	18000	18000	300000
8.	Procurement of furniture	1 Yr.		250000	1350000	100000	300000	200000
9.	Establishment/ Upgradation of Central and Departmental Computer Centers*	1 Yr.		250000	2050000	50000	100000	150000
10.	Modernization/improvements of supporting departments*	1 Yr.		150000	200000	0	500000	500000
11.	Renovation /Extension of Library Reading Room	3 Yrs.		0	2000000	0	0	0
12.	Modernization and strengthening of libraries and increasing access to knowledge resources	1 Yr.		300000	750000	150000	150000	50000
13.	Refurbishment (Minor Civil Works)*	1 Yr.		150000	100000	200000	150000	150000
2	Research and development support							
	Providing Teaching and Research AssistantshipstoincreaseenrolmentinexistingandnewPGprogram mesinEngineeringdisciplines			0	0	0	0	0
	Provision of resources for research support	2 Yr.		210000	150000	20000	202000	50000
	Enhancement of R&D and institutional consultancy activities							
3	Faculty Development Support							
	Faculty and Staff Development(including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	1 Yr.		60000	50000	100000	200000	20000
4	Institutional reforms							
	Technical assistance for procurement and academic activities	1 Yr.		20000	20000	20000	20000	20000
	Institutional management capacity enhancement	1 Yr.		50000	50000	42000	40000	36000

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5	Academic support						
	Creation of new departments/courses	1Yr.	200000	0	0	0	0
	Enhanced Interaction with Industry	1Yr.	50000	0	0	0	0
	Student support activities	1Yr.	210000	150000	110000	120000	130000
6	Others		29593500	28458500	27784800	22417600	3477900
	TOTAL		31968500	54068500	28994800	24467600	5233900

1.13. Provide the targets against the deliver ables as listed below

Indicator	Weight age	Present Rating	Present Score(%)	Target Rating	Target Score(%)
GOVERNANCE QUALITY INDEX - 16%					
% of Faculty Positions vacant against total vacancies	2.0%	.08	4.17	0.0	0
% of Non-permanent faculty	4.0%	1.5	37.8	1.0	25
% of Non-teaching staff to teaching Staff	3.0%	1.3	43.4	2.0	66.7
Total no of under graduation programs	1.0%	0.6	60	0.7	70
Total no of post graduate programs	1.0%	0	0	0.17	1.7
Total no of doctoral programs	1.0%	NA			
Faculty appointment - turn around/cycle time in months	2.0%	As per GO			
Delay in payment of monthly salary payment to faculty	2.0%	0.0			
ACADEMIC EXCELLENCE INDEX - 21.5%					
Delay in exam conduction and declaration of results	3.5%	0.0	0	0	0
Plagiarism Check	1.0%	0	0	1.0	1.0
Accreditation(UNIVERSITY)	4.0%	4.0	100	NA	NA

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Teacher Student ratio(Taking 1:25 as ideal)	4.0%	3.8	1:30	4.0	1:25
% of Visiting professors	1.0%	0	0	.05	0.05
% of graduates employed by convocation	0.5%	0	0	0.1	10
% Number of students receiving awards at National and International level	0.5%	0	0	0.02	4
% of expenditure on Library, cyber library and laboratories per year	1.0%	0.63	0.63	1.7	1.7
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1.0%	6.54	654	AS PER GO	AS PER GO
% of faculty covered under pedagogical training	1.0%	1.0	1.0	1.0	1.0
% of faculty involved in "further education"	0.5%	0	0	0.05	0.05
Dropout rate	1.5%	0.075	0.07	0.07	0.06
No of foreign collaborations	1.5%	0	0.06	0.06	0.12
Subscription to INFLIBNET	0.5%	0.5	0.5	0.5	0.5
EQUITY INITIATIVE INDEX - 12.5%					
SC Student%	3.0%	1.27	42.17%	1.35	45.0
ST Student%	3.0%	0.003	0.01%	0.006	0.02%
Gender Parity	3.0%	0.031	104%	NA	NA
Urban to Rural Student population	2.0%	0.0028	1%	0.01	5%
Existence of CASH	0.5%				
Existence of Social Protection Cell	0.5%	0	0	0.5	0.5
Language assistance programs for weak students	0.5%				

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REASERCH AND INNOVATION INDEX - 24%					
Per-faculty publications	2.0%	0.012	0.6%	0.05	3.0%
Cumulative Impact Factor of publication(highest)	3.0%	0.06	2.02	0.1	0.3
H Index of scholars	2.0%	NA			
% of staff involved as principal researcher	1.0%	0.05	5%	0.1	10%
% of research projects fully or more than 50% funded by external agencies(UGC),industries etc	2.0%	2.0	100%	1.90	95%
Total no of patents granted	1.0%	0	0	1	0.01
% of faculty receiving national/international awards	1.0%	0	0	0.04	4%
% of research income	1.0%	0	0	NA	NA
Doctoral degrees awarded per academic staff	1.0%	NA	NA		
% doctoral degrees in total number of degrees awarded	3.0%	NA	NA		
% expenditure on research and related facilities	1.0%				
Digitization of Masters and Doctoral thesis	0.5%				
UPE/CPE	3.5%				
% of Income generated from non-grant sources	2.0%				
STUDENT FACILITIES - 15%					
No of new professional development programs	1.0%	.			
Existence of Placement Cells and	1.0%				

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Placement Policy					
% of expenditure on infrastructure maintenance and addition	3.0%				
Availability of hostel per out-station female student	3.0%				
Availability of hostel per out-station male student	2.0%				
% of students on scholarship	2.0%				
Average scholarship amount per student	1.0%				
Student Experience Surveys	1.0%				
Graduate Destination Surveys	1.0%				
Infrastructure and Others - 11%					
%Income generated from training courses	1.0%				
% Income generated from consulting	1.0%				
Infrastructural sufficiency	3.0%				
Computer coverage	3.0%				
Internet connectivity of Campus	3.0%				
	100.0%				

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Project Targets for Institutions

1.14 Output and Outcome Targets

Outcome	Output	Indicator	Unit	2018-19	2019-20	2020-21	2021-22
Higher GER	Enrolments (1st year)	Number	Number	409	500	600	700
	Vocationalisation	Greater pool of trained manpower	No. of courses	0	0	1 course	1 course
Better employability	Relevant courses	Greater proportion of choice based credit subjects	%	100%	100%	100%	100
		Enrolment in job oriented courses	Number	100%	100	150	200
	Inter disciplinary and cross disciplinary learnings	New courses/ programmes giving students a range of options to choose subjects	Number	0	1	2	3
	Better monitoring of student career progression	Results of student experience surveys and graduate destination surveys	% of graduating students at institutional level	15	30	35	40
Quality gains	Faculty (ratio)	Improved Student Teacher Ratio	Ratio	1:30	1:27	1:25	1:22
	Per student space classroom	Sq ft per student	Sq ft per student	4.63	5.0	5.0	5.0
	Per student space laboratory	Sq ft per student	Sq ft per student	10	10	10	12

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

- Project needs to be designed scientifically and implemented.

- Advertisements on social media, website along with the results and opportunities

- Feedback and flexibility to adapt to the demand.

- Evaluation and improvement.

- Regular staff training, motivational programs.

- Extension and outreach programs need to be arranged.

- Involvement of the community is another key factor.

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Evaluation of Institutional Development Proposals(IDP)

S.No	Evaluation Parameters			Marks
I	Institutional Preparedness and Implementation Feasibility			
	A		Clarity of institutional basic information including baseline data	5
	B		Over all proposal implementation feasibility	
		1	Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOT analysis	5
		2	Have the key activities been identified clearly and adequately for each specific-objective	5
		3	Adequacy of the Institutional Project Implementation arrangements	5
	C		Quality of SWOT analysis	
		1	Appropriateness for the procedure adopted for the conduct of SWOT analysisand adequacy of participation of stakeholders	5
		2	Clarity in the identification of strengths, weaknesses, opportunities and	5
	D		Coherence of proposal with State's/regional development plan	5
	E		Reasonability of proposed budget	5
			Sub-total (I)	**40**
II	Clarity and Quality of the Action Plans for:			
	F		Scaling-up research and innovation	
		1	quality of action plan for quantitatively increasing and qualitatively improving research activities	5
		2	qualityofactionplantotransfertechnologyandforcommercializationof R&D(the innovation agenda)	5
	G		Scaling-up PhD enrolment through existing and new programmes	10
	H		Scaling-up enrolment into UG/Masters programmes in existing and new programmes	10
	I		Research collaborative activities with Institution at National and International level	
		1	Identification of options to improve and increase research collaborations at National and International levels	5
		2	clarity identification of expected quality enhancement in Masters and doctoral programmes and faculty research	5
	J		Potential impact and depth of proposed Industry collaboration	5
	K		Faculty development including pedagogical training to:	
		1	Develop faculty/technical staff in subject domain	5
		2	Improve pedagogical skills of faculty for better student learning	5
	L		Identification of weak students and for improvement in their learning outcomes	5
			Sub-total (II)	**60**
			TOTAL(I+II)	**100**

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