

**INSTITUTIONAL DEVELOPMENT PLAN**  
**2024-25 to 2028-29**  
**UNDER**  
**ODISHA STATE HIGHER EDUCATION COUNCIL**



**Karanjia Autonomous College,**  
**Karanjia, Dist-Mayurbhanj,**  
**Pin-757037, Odisha**

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[Karanjiacollege@gamil.com](mailto:Karanjiacollege@gamil.com)

[www.karanjiacollege.com](http://www.karanjiacollege.com)

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## Foreword

Although about six decades have elapsed since the inception of Karanjia Autonomous College Karanjia formerly Karanjia College Karanjia no significant development has taken place with regard to its infrastructure keeping pace with the changes in the higher education scenario in the Nation. Established in a tribal pocket of Odisha it is still striving hard to cater to the needs of Higher Education of the first-generation learners and make them able to face the emerging challenges in the globe. The need of the hour is to train the young minds through exposure to new thoughts, knowledge and ideas for all round development of human resources that will contribute immensely in making and transforming the nation in to 'New India'.

I deem it a privilege and great opportunity to share our institution development plan with your esteemed council. As one of the older, progressive and fast-growing institutions, such an endeavor will help us to take strategic measures and actions that will take the institution to a great height and stride forward in the desired direction.

Keeping alignment with the NEP2020 our college is all set to translate the vision of NEP and IDP and revolutionize the realm of Higher education across our nation.

I do here with forward the institutional development plan of Karanjia Autonomous college Karanjia to the Odisha State Higher Education Council for approval and sanction of financial assistance to implement the plan chalked out for coming five years.

Yours sincerely,  
Jogeswar Mohanta  
Principal  
Karanjia autonomous College  
Karanjia, Mayurbhanj  
Odisha, 757037

## **INTRODUCTION**

The Karanjia Autonomous College, Karanjia- formerly Karanjia College in the tribal dominated district of Mayurbhanj(Odisha) was established on the 1<sup>st</sup> of April 1964 by the generous public of Panchpir subdivision with the objectives- to provide higher education to the first generation tribal students and make them change makers for sustainable development, to transform the life condition of the people by catering to the needs of higher education of the aspirants of the marginalised and economically weaker section of the society in this remote, hilly, forest covered area. Preservation of the rich culture and heritage of the tribal people, conservation of Similipal Biosphere Reserve and its management, bridging the gap between rural / tribal and marginalised students with the urban/ advanced students of the mainstream of the society, have been some of the unique issues and challenges for the institution.

### **Location:**

The campus of the college is situated in Karanjia town in an area of 14 acres at the outskirts of the meandering Deo river which tumbles down majestically from the foot hills grace of the Similipal National Park. It is situated very close to NH-49 and well connected with Jamsedpur (135km), Kolkata (303km) and the state capital Bhubaneswar (230km).

### **Type of Institution:**

It is a fully Aided Non-Government College with co-education facility having 18 U.G. and 02 P.G. programmes affiliated to MSCB University, erstwhile North Orissa University, Takatpur, Baripada. Several UG and PG programmes in distance mode are also running under Odisha State Open University, Sambalpur in the campus. It is recognised by the University Grants Commission under sections 2(f) and 12(b) of UGC act, 1956 with effect from 5<sup>th</sup> of July 1971 and 18<sup>th</sup> of July 1974 respectively.

# PART - A

## I. Institutional Basic Information

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

Name of the Institution	Karanjia autonomous College
Address for communication	At/Po: Karanjia, Dist: Mayurbhanj, State: Odisha, Pin: 757037
Website	<a href="https://karanjiacollege.com/">https://karanjiacollege.com/</a>
Phone no.	06796 220 236
Email	<a href="mailto:karanjiacollege@gmail.com">karanjiacollege@gmail.com</a>

### B. Geographical Presence:

SI No.	Particulars	Response				
1	Geographic location of the college ( <i>respond Yes in appropriate box</i> )	Rural	Urban	Peri-urban	Tribal	Any other
					Yes	
2	Location of the college ( <i>respond Yes in appropriate box</i> )	Coastal	Eastern	Western	Northern	Southern
			Yes			
3	Name of the place	Karanjia				
4	Mention the approximate population the college is serving	15000				

### C. Vision of the Institution:

- To emerge as a unique centre of learning where a global prospective informs, guides and grounds the thoughts and action at a local level.
- To make the students intellectually responsive, socially responsible, ethically sensitive and capable to contribute to the Total Quality Growth and development of the society and the nation.
- To emerge as a leading Institution of Higher Education through knowledge creation and dissemination by synergising excellence with equity, education with experience, life skills and livelihood with dignity amongst the young students of the HEI.

#### **D. Mission of the Institution:**

- To foster a dynamic and inclusive learning environment that encourages dialogue, diversity and collaboration, thereby promoting a culture of respect, tolerance, and empathy.
- To provide opportunities and resources for the holistic development of students, ensuring they are well-rounded individuals capable of leading, influencing, and adapting in a rapidly changing world.
- To equip the students with the knowledge, skills and virtues for creating humanely humans, competent and responsible citizens to face the global challenges.
- To foster the spirit of learning, nurture innovative ideas, develop critical thinking and provide ICT enabled education.
- To engage with the local tribal communities, cultures and carry out social outreach programs to create leaders for the future of the nation.
- Enabling the HEI to exemplify the highest ideals of social equity, gender justice and compassion for the weak, marginalized and disadvantaged.

#### **Core Values of the institution:**

Core values reflect the vision of our institution. For the progress of the institution and to ensure a healthy academic environment for the students. The core values are pool of the institution. The core values offer the agenda of effective governance of the institution.

**Student centric temperament:** For making them leaders, innovators and craftsmen of our nation are of paramount importance for the institution. The Institution strives hard to fulfill aspirations of the parents by making their children fit to be global citizens and ready to face the challenges in life.

**Innovation:** The HEI is dedicated to discover new ideas, collaboration across disciplines and communities for positive transformation through research, scholarship and creative works.

**Diversity:** Ours' is an inclusive educational institution that attracts students from all cultural, social and economic backgrounds. We believe in diversity in intellectual approach and outlook.

**Excellence:** We are committed to provide the best educational experience possible to every student. We seek to develop the strengths and talents of all students so that they can achieve their cherished goal. We develop and pursue the highest standards in all that we do, and promote a climate of continuous improvement.

**Social Responsibility:** We believe in the value of community service and engagement, and making the students active citizens of the nation (through NSS, YRC and NCC). We share a

passion for making our community and the nation a better place.

**Integrity:** We adhere to policies that respect all members of the community. We behave ethically towards each other and to those in the communities we serve and we also inculcate the spirit of integrity in our students.

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

**F. Is the Institution approved by regulatory body?** **Yes**

**G. Type of Institution: (Management)**

Central Govt.	State Government	Govt. Aided	Private Unaided	Autonomous	Self-Financing	Local Body	Any other
–	–	Yes	–	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	–	–	–
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#### J. Establishment Details

Sl. No.	Establishment Details	
1	Year of establishment	1964
2	Name of the University to which the institution is Affiliated	Maharaja Sriram Chandra Bhanjadeo University, Baripada
3	Year of Affiliation with University	1964-1999 Utkal University, BBSR 1999- MSCB University, Baripada
4	Nature of Affiliation (Permanent/Temporary)	Permanent
5	Current status of affiliation (active / expire)	active

#### K. Autonomy Details

Sl. No.	Autonomy Details	
1	Date/year of Autonomy granted	03.11.2011
2	Period of Autonomy granted	05 (2012-13 to 2017-18)
3	Current Autonomy status	Expired
4	Plan for fresh Autonomy or extension or renewal	Progress for renewal of autonomy

#### L. Accreditation Details

Is the Institute accredited? (Yes/No)	Yes	Period for Institution accredited	05 years (2016-21)
Name of the Accreditation Body	NAAC	Current Accreditation (active/expired)	expired
Year of last accreditation	2016	Current / Last Accreditation Grade	B
Rank in National Institute of Ranking Framework (NIRF) of the institute	To participate from the next academic year		

### M. Implementation of core values and principles

Sl. No.	Particulars	Responses
1.	How are the policies and code of conduct enforced effectively in the institution?	Policy documents (i. Procurement policy, ii. Policy for faculty members, iii. Green enrolment policy, iv. Policy for disable students, v. Examination policy for PWD, vi. Energy Policy, vii. Quality maintenance policy) policy colon are prepared for a particular period and uploaded in the website for stakeholder and public information. The college is a govt aided college and the code of conducts applicable to govt institutions as prescribed in the code of conduct of govt of Odisha are enforced.
2.	How are strategic plan contributing to the core values and principles of the institution?	The strategic plan maintains a focused, long term vision of the organization's mission and purpose, and aid decisions about the allocation of human and financial resources.
3.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	Core values are a set of principles that are aligned with an institution's mission and guide the practice and development of curriculum, faculty, students, and staff. They can also prepare students with knowledge that has practical, real-life applications.
4.	How do the faculty and staff demonstrate and promote the core values of the institute?	The principles of the curriculum are norms, values, moralities, and philosophies that will benefit teachers, students, and the whole education system
5.	What are the yearly training programs, workshops, and seminars organized to enhance skills related to; (specify in details and add rows if necessary)	
a)	Cultural Competence	Various competitions among the students are organised by the college every year in addition to several other competitions on different occasions of state and national importance.
b)	Inclusive Teaching Practices	Students are encouraged to present papers in inhouse seminars and asked questions by the participants. The teachers help students identifying different areas of

Sl. No.	Particulars	Responses
		research importance. The end semester students prepare project/survey reports and that are evaluated by the external examiners. Exclusively DSE-IV is a paper carrying 100 marks.
c)	Ethical Leadership	<p>Ethical leaders in the institution are role models who consider the following factors when making decisions:</p> <p>The institution's mission, vision, and principals</p> <p>Social guidelines and norms</p> <p>Their own moral compass</p> <p>The best interest of their students, staff, and communities</p> <p>A lens of morality</p> <p>Some professional principles of ethical leaders in education include: Selflessness, Integrity, Objectivity, Accountability, Openness, Commitment, Honesty.</p> <p>Some personal values of ethical leaders in education include. Trust, Wisdom, Kindness, Justice, Service, Courage, Optimism.</p> <p>Ethical leadership can help educational institutions move forward and enhance their performance. It can also help students develop critical thinking and ethical reasoning skills.</p>
d)	Other values	NA
6.	How does the institution provide programs, resources, and services that promote student well-being, personal growth, leadership development, and engagement, all guided by the institution's values?	The institution provides various 18 programmes at UG level and two programmes at PG level. It also provides enough resources for better teaching-learning activities. Maximum support services are provided to the students in addition to emotional support, skill development, access to resources and services, and a social context that nurtures growth.
7.	How does the Institution engage with the local and global community, applying their core values to contribute positively to society in	The social outreach programmes organized by NSS, NCC, YRC, Scout and Gide, help the students engage with the local and global community applying the core value

Sl. No.	Particulars	Responses
	regards to social, environmental, and, economic challenges?	of the institution to contribute positively to society with regard to social environmental and economic changes.
8.	How does the institute communicate their core values and principles through social media, websites, and publication?	By uploading notices in the website, e-noticeboards, by posting in Fb, twitter, WhatsApp, newspaper, bulk messages etc the institution communicates the core values and principles.

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

Name	Jogeswar Mohanta
Professional Position (Professor /Reader/ Lecturer)	Reader (SS)
Professional Responsibility (Regular / In-charge /Any other) (Pl. Specify)	In-charge
Mobile Number	8249095408
Email Address	<a href="mailto:karanjianet@rediffmail.com">karanjianet@rediffmail.com</a> , <a href="mailto:karanjiacollege@gmail.com">karanjiacollege@gmail.com</a>

#### O. Detail about Nodal Officers of the institution

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Manoj Kumar Sahoo	7008118197	<a href="mailto:mksahoeco1968@gmail.com">mksahoeco1968@gmail.com</a>
IDP Associate Coordinator	Dr. Laxmikanta Mishra	7978968450	<a href="mailto:likunmishra56@gmail.com">likunmishra56@gmail.com</a>
Academic Coordinator	<b>Dr Priyajit Sinha</b>	<b>8018387674</b>	—
Civil Works In charge	Samarendra Das	9437744813	—
Coordinator Financial Aspects	Dr Abani Kanta Dash	9437797428	<a href="mailto:dr.dashabanikant@gmail.com">dr.dashabanikant@gmail.com</a>

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

Sl. No.	Details	Response
1	No of IDP team member	05
2	Does the institute develop any IDP before (Yes /No)	Yes
3	Agency supporting for the IDP	OHEPEE
4	Duration of previous IDP (from 2017 to 2022)	05 years
5	Key aspects planed in previous IDP	<ul style="list-style-type: none"> <li>To provide safe RCC building for class room in place of dilapidated tile and asbestos roofed building.</li> <li>To create better opportunities for the students by introduction of new courses.</li> <li>To provide better infrastructure (Three building for laboratory of mathematics, industrial chemistry and geology, three number of cycle stand, construction of 20 number of toilets, solar lights in the campus) in all aspect to cater to the needs of the students.</li> <li>To introduce IT based student support system.</li> <li>Enhancement of employability through skill development.</li> <li>Industry-academia interface.</li> <li>Maximum support to the differently abled students.</li> <li>To provide academic and skill training support to SC/ST girls and educationally backward students.</li> <li>Developing the existing playground to a standard pitch for net practice of cricket, volley, football, archery with equipment.</li> <li>Fostering greater engagement with the local community through social outreach programmes.</li> </ul>
6	Major aspect(s) of previous IDP addressed the institution? (outcomes)	<ul style="list-style-type: none"> <li>One two storied RCC building for class room has been constructed.</li> <li>Five new programmes (Sociology, Education, Geology, Santali and Computer Ccience) at UG level and two at PG level (History and English) have been introduced as of now.</li> <li>One cycle stand has been constructed.</li> <li>IT based student support system has been enhanced to some extent.</li> <li>Social outreach programmes have been organized.</li> </ul>

## II. Academic Information

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

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student strength in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
UG Arts										
01	Economics	36	32	Yes	Grade B, Cycle 02	13	17	30	02	325
02	Education	36	24	Yes		06	18	24	00	468
03	English	36	16	Yes		13	03	16	00	160
04	History	36	48	Yes		13	35	48	00	526
05	Odia	36	48	Yes		11	37	48	00	1011
06	Philosophy	36	16	Yes		05	11	16	00	163
07	Political Science	36	48	Yes		21	26	47	01	1048
08	Sanskrit	36	48	Yes		16	29	45	03	196
09	Santali	36	24	Yes		06	06	12	12	71
10	Sociology	36	32	Yes		10	22	32	00	174
UG Science										
01	Botany	36	32	Yes	Grade B, Cycle 02	11	19	30	02	574
02	Chemistry	36	32	Yes		19	11	30	02	339

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student strength in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
03	Computer Science	36	24	Yes	Grade B, Cycle 02	20	03	23	01	226
04	Geology	36	24	Yes		07	04	11	13	147
05	Mathematics	36	32	Yes		14	16	30	02	310
06	Physics	36	32	Yes		16	15	31	01	500
07	Zoology	36	32	Yes		10	16	26	06	912
UG Commerce										
01	Commerce	36	64	Yes	Grade B, Cycle 02	34	23	57	07	426
PG Program										
01	English	24	16	Yes	Grade B, Cycle 02	01	01	02	14	NA
02	History	24	16	Yes		01	03	04	12	NA
Ph.D. Program										
NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Integrated PG program										

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student strength in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Diploma and Certificate program (Please add more rows and columns if required)</b>										
	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

**Note:**

Early marriage in the tribal community is a major reason of less number of girls seeking admission in B.Com. and B.Sc. courses. Another reason is that after taking admission in the first year most of the girl students switch over to nursing, paramedical courses, C.T., ITI and other courses that guarantee jobs. However, special awareness camps and counselling programmes shall be organized by the NSS wing of the college to attract more girl students for admission into B.Com. and B.Sc. programmes.



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

<b>Total Sanctioned strength</b>	<b>Faculty in Position</b>				<b>Teacher Student Ratio</b>
	<b>Regular</b>	<b>488 faculty</b>	<b>662 faculty</b>	<b>Others (contractual + Guest)</b>	
<b>52</b>	<b>41</b>	<b>41</b>	<b>00</b>	<b>18</b>	<b>Regular = 1:44 All faculty = 1:30.5</b>

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

Sl. NO.	Department	Total Sanctioned Strength	No. of teaching faculty on the basis of designation									Demonstrators/ Lab Attendants/ Store keeper	Total		No. of Teaching Staff with - Doctoral Degree R*
			Professors			Associate Professors/ Readers			Assistant Professors/ Lecturer				Faculty Strength	Vacancy	
			R*	C*	G*	R*	C*	G*	R*	C*	G*				
01	Economics	05	00	00	00	02	00	00	03	00	00	00	05	00	00
02	Education	00	00	00	00	00	00	00	00	01	00	00	01	00	00
03	English	06	00	00	00	01	00	00	05	00	00	00	06	00	01
04	History	05	00	00	00	01	00	00	03	00	00	00	04	01	01
05	Odia	05	00	00	00	00	00	00	03	00	01	00	04	01	01
06	Philosophy	04	00	00	00	00	00	00	02	00	01	00	03	01	00
07	Political Science	05	00	00	00	01	00	00	03	00	00	00	04	01	00
08	Sanskrit	01	00	00	00	00	00	00	01	01	01	00	03	00	01
09	Santali	00	00	00	00	00	00	00	00	01	00	00	01	00	00
10	Sociology	00	00	00	00	00	00	00	00	02	00	00	02	00	00
11	Botany	03	00	00	00	01	00	00	02	01	00	02	04	00	00
12	Chemistry	05	00	00	00	01	00	00	04	00	00	02	05	02	01
13	Computer Science	00	00	00	00	00	00	00	00	01	01	00	02	00	00
14	Geology	00	00	00	00	00	00	00	00	01	00	00	01	00	00
15	Mathematics	03	00	00	00	00	00	00	02	00	01	00	03	01	00
16	Physics	04	00	00	00	00	00	00	04	00	00	02	04	00	01
17	Zoology	03	00	00	00	00	00	00	00	02	00	02	02	03	00
18	Commerce	01	00	00	00	00	00	00	02	00	02	00	04	01	00

**Note:**

Proposal shall be given to the management for providing incentives in addition to the salary of the teachers for undergoing Ph.D. programme.

#### D. Administrative Structure

Sl. No.	Indicator	Response
1.	What is the current administrative structure within the institution? (May be a structural diagram attached)	<pre> graph TD     A[President Governing Body] --&gt; B[Principal cum Secretary]     B --&gt; C[Administrative Bursar]     B --&gt; D[Academic Bursar]     B --&gt; E[Accounts Bursar]     B --&gt; F[Controller of Examination]     C --&gt; G[IQAC]     D --&gt; H[Teaching Staff]     E --&gt; I[Non-Teaching Staff]     F --&gt; I           </pre>
2.	How are administrative departments and units organized and coordinated?	The administrative department is organized and coordinated mainly by the principal and the administrative bursar.
3.	How are decision-making and authority delegated within the administrative structure?	Through orders, notices, consultation, advice etc.
5.	What are the process/ mechanisms followed to ensure coordination and collaboration among different administrative units?	The principal seeks suggestion from the administrative bursar, the senior faculties and in case of emergency staff council is consulted to take an important decision.

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

Sl. No.	Indicator	Response
1	How students are represented in the administrative structure of the institution?	The student association serves as the official representative body for students. The student association typically consists of elected student officials who advocate for student interests, organize events, allocate funds, and liaise with administration on behalf of the student body.
2	How are the student representatives or committees involved in decision-making processes?	<p>Student representatives participate in collaborative decision-making processes alongside administrators, faculty, and staff. This involves consensus-building, negotiation, and compromise to reach decisions that considers the interest of all participants.</p> <p>Student representatives also participate in the review and evaluation of institutional programs, policies, and initiatives. They provide feedback on the effectiveness of current practices and</p>

		suggest improvements based on student experiences and perspectives.
3	What mechanisms are in place to ensure student input and perspectives are considered in administrative matters?	The institution conducts survey to gather feedback from students on various aspects of campus life, including academic programs, campus facilities, student services, and administrative policies. Survey results inform decision-making processes and help administrators understand student perspectives.

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

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

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

Course	No. of Student appeared the final Exam	No. of students passed	Percentage of student passed	No Ph. D awarded
UG	408	351	86	Nil

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

Stream	No. of student		Pass percentage
	Appeared in exam	Passed in exam	
	3 <sup>rd</sup> Year	3 <sup>rd</sup> Year	3 <sup>rd</sup> year
Arts	235	194	82.5
Science	142	136	95.8
Commerce	31	21	67.7
Total (all stream)	408	351	86

### III. Student Details

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

Programme	Total	Boys	Girls	Gen.	SC	ST	OBC	Muslim Minority	Differently-Able
UG	1500	662	838	400	198	656	221	23	02
PG	06	02	04	01	00	00	05	00	00
Certificate course	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Diploma Course	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Any other	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1506	668	842	401	198	656	227	23	02

**Note:** For differently abled students, there is already the provision of ramp. There is also a plan to procure one battery run autorickshaw for the physically disabled students. Keeping in view of the vast campus of the institution. We have also planned to introduce braille for the blind students in the college library.

#### B. Availing Educational Loan Facilities by Student

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

### C. Student's Class Attendance

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	Daily attendance, through mentor mentee system, and parent-teacher meeting.
2	Are there established systems or mechanisms in place to record and monitor attendance? Details about the System or mechanism.	Yes. There are attendance registers to record and monitor the attendance. At the end of every month, attendance is calculated and in case attendance of the students is found below 75%, telephonically, through website, through bulk message, through WhatsApp and at times through letter the matter is communicated to parents.
3	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Mainly the students are from tribal background and they have to help their parents' works to earn livelihood for which most students are forced to miss classes.

### D. Student Absenteeism

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

2	What are the common reasons for student absenteeism within the institution?	Poor family condition, communication problem, early marriage etc.
3	Have there been any efforts to analyze and understand the root causes of students' absenteeism?	Mentor-Mentee system, communicated through phone call and home visit.
4	How does the institution involve parents or guardians in addressing student absenteeism?	By convening parent-teachers meeting at least twice a year.

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

Sl. No.	Particulars	Responses
1.	What are the current disciplinary policies and procedures in place within the institution?	A disciplinary team has been constituted and different acts for breach of discipline have been pasted in the strategic locations of the college campus.
2.	Are there any particular areas or contexts where disciplinary incidents are more prevalent?	No
3.	Have there been any efforts to identify and understand the root causes of disciplinary incidents?	Several awareness Programme through NSS and YRC units of College.
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	Through motivational talks by the invited speakers we encourage and instill the impact of positive behavior and promote a culture of respect among the students.
5.	How does the institution encourage students to take responsibility for their actions and engage in self-discipline?	In fact, it is done by every teacher in class room situation. The students are encouraged to refrain themselves from mischievous activities which is detrimental to the institution. The codes of conduct are enshrined in the policy document of the institution which is uploaded in the website that engages the students in self-discipline.



6.	How are faculty, staff, and administrators trained to implement disciplinary interventions effectively?	No training is provided to the staff as there is no scope. Teachers, faculties, staff members and administrator are advised by the principal from time to time to adhere to the principles of leading a moral life.
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**F. Co-curricular Activities (Year 2023-24)**

Sl. No.	Particulars	Number
1	Societies/ Clubs operational	02
2	Students participate in inter-college competitions	30
3	Students participate in international competitions	00
5	Students participate in Interstate competitions	06
6	Frequency of Annual function/ Fest	04
7	Average Media publication of student/ faculty activities per year	85
8	students enrolled for Entrepreneurship and Innovation cell (if available in the college)	00
9	Girl students participate in self-defense Programme offered by the institution	264

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

Sl. No.	Activity	Number	Sl. No.	Activity	Number
1	Debate	75	7	NCC	56
2	literary	60	8	NSS	200
3	art & craft	00	9	Scout and Guide	00
4	exhibition	04	10	Youth Red Cross	70
5	Swachh Bharat Mission	120	11	Any other (Pl. Specify)	00
6	Blood Donation Camps	2 (22+50 = 72 units collected)			

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

Sl. No.	Particulars	Responses
1.	How are vocational skills, life skills, and elective courses	Ethics and values, Skill Enhancement Course, QALR, Yoga are included in the syllabus.

Sl. No.	Particulars	Responses
	integrated into the institution's curricula?	
2.	What proportion of the curriculum is dedicated to these skill-building components?	30% of the curriculum is dedicated to the skill building components.
3.	How do vocational skills, life skills, and elective courses align with the needs and demands of the job market or industry?	The syllabus inbuilt with vocational skills, life skills and elective courses help the students to be confident enough to meet the need and demands of the job market.
4.	How are the outcomes associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	The achievement of the students is assessed through semester examinations, project reports, industry visit and survey.

#### I. 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?	24	24	24	00	00
2	Frequency of mentor mentee interaction per month	02	02	02	00	00
3.	Are there any feedback mechanism in place?	Yes	Yes	Yes	—	—
4	How do the improvement mapped?	Through mentor-mentee registers and reports of the mentors.				

#### J. Availability of Sports Facility

S.N.	Particulars	Response
1	Does the college have any infrastructure to support sports and games of the students?	Yes (Indoor stadium, and College playground)

<b>2</b>	Broadly, what are the fields of sports pursued by students in the institutions?	<b>Cricket, Football, Volleyball, Carrom, Chess, Badminton</b>		
<b>3</b>	Sports facilities available in the premises	<b>Facility</b>	<b>Availability</b>	<b>Availability of materials</b>
		Gymnasium	<b>02</b>	<b>Barbell, Weight, Plates, Dumbbells, Kettlebells, Resistance bands, Weight Bench</b>
		Cricket field	<b>01</b>	Cricket bat 05, ball 02, stumps 2 set, batting gloves 01 pair, keeping gloves 01 pair
		Foot ball	<b>01</b>	Football 02, net 02 set.
		Volley ball	<b>01</b>	Volley ball 01, net 02
		Basketball court	<b>00</b>	NA
		Any other (Pl. specify)	<b>Badminton 01</b>	Badminton 02 set, badminton net 02

#### K. Students availing Sports quota

Sl. No.	Parameter	State quota		National quota	
		Boys	Girls	Boys	Girls
<b>1</b>	Total number of seats reserved for sports scholarship	00	00	00	00
<b>2</b>	Number of students admitted through	00	00	00	00
<b>3</b>	Percentage students admitted through	00	00	00	00

#### L. Participation of students in sports activity

Sl. No.	Parameter	Boys	Girls
<b>1</b>	Average number of students participating in inter-college sports competition per year	10	04

Sl. No.	Parameter	Boys	Girls
2	Average number of students participating in Inter-state sports competition per year	08	05
3	Average number of students participating in National sports competition per year	05	00
4	Average number of students participating in international sports competition per year	00	00
5	Number of students won medals in sports in the last year	06	02
6	Number of students participated in college Annual Sports	392	232

**Note:** the PET will organize counselling programmes about the benefits of taking part in sports and games and how the participation will help the students getting jobs reserved for jobs under sports quota.

#### M. Student's Aid Fund

Sl. No.	Particulars	Response		
1.	Total budget allocated for student's aid by the institution?	Nil (Only govt aid is provided to students)		
2.	How is information about student aid made available to students?	Online/	Offline/	Any other means please specify
		Online		
3.	What criteria are used to assess eligibility for different types of financial aid?	NA		
4.	Number of students currently receive financial aid from the institution?	Boy		Girl
		Nil		Nil
5.	Are there specific initiatives to promote diversity and inclusion within the student aid program?	NA		

#### N. Student Activity Centre

Sl. No.	Particulars	Response
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1.	What amenities and features are included in the student activity center to meet the diverse needs and interests of students?	GYM, Indoor stadium, play grounds, reading room, library, outreach programmes etc.
2.	What types of programs and activities are offered within the student activity center?	Various competitions, annual sports, annual cultural function, Independence Day and republic day celebration, Poojas, observation of birth and death anniversary of the national heroes.
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	Yes. The students are provided with the opportunity in planning and organising various activities within the centre under the guidance of the teachers.

#### O. Student Elected Body

Sl. No.	Particulars	Response
1.	Does the institute have a student elected body? If yes, what is the structure of the student-elected bodies within the institution?	NA
2.	What is the composition of these bodies in terms of representation from different student groups and demographics?	NA
3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	NA
4.	How are the student-elected bodies held accountable for their actions and decisions?	NA

## P. Placement Details

Sl. No.	Title of the Program	Total number of Internship opportunities	Total no of students who availed the internship opportunity (2022)	Total no. of students who got the pre-placement offer (2022)	Average % of students getting placed per year	% of unplaced students in the last year (2022)	Average pay package in last year (2022) [Rs. /Month]	Highest pay package in last year (2022) [Rs. /Month]	Lowest pay package in last year (2022) [Rs. /Month]
	NA	Nil	Nil	Nil	2%	30%	35,000	35,000	25,000
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
	NA	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: Students from science background are getting placements annually in different private sector through campus selection. More industry related courses (e.g. industrial chemistry, biotechnology, journalism etc.) and post graduate courses particularly in science subjects (e.g. M,Sc. In Physics, Chemistry, Mathematics etc.) are needed for better placement of students. The placement cell of the college needs to be more active and liaison with the corporate and industry sectors and invite them to organize more in-campus recruitment drive.

**Q. Alumni Association**

<b>Sl. No.</b>	<b>Particulars</b>	<b>Response</b>
<b>1.</b>	Does the institute have an alumni committee? If yes, what are the initiatives or programs in place to strengthen the connection between alumni and the institution?	Yes
<b>2.</b>	How does the institution foster networking opportunities among alumni and current students?	WhatsApp group, Physical meeting, College website
<b>3.</b>	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	Yes
<b>4.</b>	How often are alumni meetings or events organized by the institution?	06 months
<b>5.</b>	What activities and events are organized during alumni reunions and homecoming celebrations?	General meeting, Cultural activity
<b>6.</b>	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	By facilitating them on various occasions like annual day celebration by inviting the notable alumni to deliver talks to inspire the students to chalk out their plans of life.



## IV. Infrastructure Details

### A. Classroom

SI No.	Parameters	Yes / No	Number
1	Availability of classrooms		
a)	164 seated	Yes	02
b)	64 seated	Yes	17
c)	16 seated	Yes	24
2	Availability of Smart Classroom	Yes	00
3	Availability Tutorial classroom	Yes	00
4	Availability Seminar room	Yes	02
5	Examination Hall	No	02 with 160 candidates capacity

**Note:**

- To take Ethics and Value class, AECC 1 (EVS, and disaster management) AECC 2 (MIL), SEC-I (communicative English), SEC-ii (QALR) 06 number of classrooms with 164 capacity are required.
- Two large examination halls with 260 capacity are required for smooth management of examinations.

**Note: two 160**

### B. Laboratory

SI. No.	Parameters	Yes / No	Number
1	Does the college have computer lab?	Yes	02
2	Does the college have laboratories for each course of UG?	Yes	10
3	Do the laboratories have sufficient equipment for students? (Yes / No)	Yes	

### C. Library Facility

SI. No.	Parameters	Yes	No
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<b>1</b>	How many libraries are available in the Institution premises? (in number)	01	
<b>2</b>	Is the library system computerized? (Yes /No)	Yes	
<b>3</b>	Is the library accessible by differently able students? (Yes/No)	No	
<b>4</b>	Are there separate faculties/ students/ staff for management of library? (Yes/No)	Yes	

Sl. No.	Parameters			Yes	No
5	Does the library have a lending facility? If yes, what is the timings for it?			Yes One month	
6	What is the library opening hours?			09.00 A.M.-4.00 P.M.	
7	What is the sitting capacity of each library?			30	
8	What is the annual budget for the library	Books	Journals/ Periodicals	Any other (Pl. specify	Total
		66,990	00	00	66,990

#### D. Availability of Books and Journals for Under Graduate course in the Library

Sl. No.	Parameters	UG				PG		
		1 <sup>st</sup> Yr	2 <sup>nd</sup> Yr	3 <sup>rd</sup> Yr	Total	1 <sup>st</sup> Yr	2 <sup>nd</sup> Yr	Total
1	Number of reference books	15203	13125	10565	38893	00	00	00
2	Number of e-books reference books	00	00	00	00	00	00	00
3	Number of journals and e-journals available	392				00	00	00
4	Number of e-journals available	00	00	00	00	00	00	00
5	Number of audio books, CDs etc. available	00	00	00	00	00	00	00

#### E. Hostel for students

Sl. No.	Parameters	Response	
1	Does the institute have hostel facility for students?	Yes	No
		Yes	
2	Number of hostels	Boys	Girls
		02	03
3	Accommodation capacity	120	315
4	Hostel occupancy ratio	60	105

<b>Sl. No.</b>	<b>Parameters</b>	<b>Response</b>	
<b>5</b>	Does the hostel have facilities like	Yes/No	
<b>a)</b>	Dining area	Yes	
<b>b)</b>	common room	Yes	
<b>c)</b>	Canteen	Yes	
<b>d)</b>	Sports room	Yes	
<b>e)</b>	Gymnasium	No	
<b>f)</b>	Any other (Pl. specify)	–	
<b>6</b>	Does the hostel have washroom facility?	common	attached
		Yes	
<b>7</b>	What is the dependency on washrooms	Boys	Girls
<b>a)</b>	Per floor (average)	8	7
<b>b)</b>	Washroom ratio for hostelers	15	30
<b>8</b>	How many times does the hostel and washrooms get cleaned? (Per day)	01	
<b>9</b>	Is the hostel accommodation accessible to differently-able students?	Yes	No
		Yes	
<b>10</b>	How are the hostel mess managed?	Mess staff or contracted catering services prepare meals according to the planned menu. This involves cooking in large quantities to accommodate the number of hostel residents and adhering to food safety and hygiene standards.	
<b>11</b>	What is the process for managing the hostel accounts?	Hostel administrators develop an annual budget that outlines projected revenues and expenditures for hostel operations. The	

Sl. No.	Parameters	Response
		budget includes categories such as accommodation fees, meal charges, utilities, maintenance, staff salaries, and other operating expenses.

#### F. Canteen Facility

Sl. No.	Parameters	Response
1.	What are the operating hours of the canteen?	8.00 AM to 6.00 PM
2.	How do you rate the cleanness of the canteen in a scale of 1 as (bad) and 5 as (good)	04
3.	How would you rate the quality of food provided in the canteen in a scale of 1 as (bad) and 5 as (good)	03
4.	Are the food prices in the canteen are affordable? Pl. mark in Yes or No	Yes

#### G. Technical and Non-Technical Staff

Sl. No.	Parameters	Response
1	What professional development opportunities are provided to technical and non-technical staff?	The institution organizes workshops and training sessions on various topics relevant to both technical and non-technical staff. These sessions cover areas of communication skills, leadership development, project management, technology training, diversity and inclusion, customer service, and compliance training.
2	Are there training programs, workshops, or certifications available to enhance their skills and knowledge?	Yes

Sl. No.	Parameters	Response
3	How effective is communication between technical and non-technical staff within the institution?	The effective communication between technical and non-technical staff provides a combination of clear channels, mutual understanding, collaboration, leadership support, and ongoing feedback and development. By ordering communication and fostering a culture of openness and collaboration, institutions enhances communication effectiveness and improve overall organizational performance.
4	Are there opportunities for career advancement and growth within the institution for technical and non-technical staff?	Yes

#### H. Extra Facilities

Sl. No.	Parameters	Availability (Yes/No)	Number
1	Number of Food courts inside college campus	Yes	01
2	Number of Swimming Pools	No	00
3	Number of auditoriums	Yes	01
4	Number of Garden/Park	Yes	05
5	Number of open-air theaters	No	00
6	Number of Playground	Yes	01
7	Number of yoga areas/filed inside college campus	Yes	02
8	Availability of Wi-Fi in the campus	Yes	01

## V. Research and Development

### A. Research Projects

Sl. No.	Research Projects	Funding / Supporting Agency	Budgeted amount for research	Status			
				Sanctioned / approved	Ongoing	Completed	Submitted
1	Number of major research initiatives	00	00	00	00	00	00
2	Number of small research initiatives	00	00	00	00	00	00
3	Number of Odisha University Research Innovation and Incentivisation Plan (OURIIP)	00	00	00	00	00	00
3	Number of interdisciplinary projects	00	00	00	00	00	00
4	Total number of industry sponsored projects	00	00	00	00	00	00
5	Number of student research projects	00	00	00	00	00	00
6	Number of faculty research projects	00	00	00	00	00	00
7	Number of research Project taken up by the institution	00	00	00	00	00	00
8	Any other, please specify	00	00	00	00	00	00
	<b>Total</b>	00	00	00	00	00	00

Note:

Research on tribal knowledge system as a part of Indian knowledge system is emphasized.  
Research on tribal issues:

- Santali: Preparation of data base on Santali language and literature.

A National Symposium shall be organized by Central Sahitya Academy on Santali Language, Script and Literature to be participated by Santali scholars from West Bengal, Jharkhand and Odisha.

- Economics Department: Research focus on tribal issues relating to livelihood, social-economic status, joint forest management, marketing of Non-Timber Forest products (NTFPs), woman entrepreneur, self-help group and sustainable development.
- Botany Department: Will focus on Nutritional aspects of unique edible mushrooms available in Simlipal Biosphere reserve. Ethnobotanical survey on tribal foods, medicinal plants and conservation of orchids and wild edible fruit plants.
- Zoology Department: will study on Biodiversity conservation, animal taxonomy, ecosystem restoration and conservation of endangered species in Simlipal Biosphere.
- The HEI will provide facilities to tribal faculty member (Santali, Physics, Botany, Zoology) researchers and students to undertake research on their subjects of interest. Thus, they will also contribute to the creation of knowledge society.



## 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?	No research work is done due to lack of infrastructure, equipment and faculty member.
2.	How does the institution track and measure faculty publications?	NA
3.	How is the citation index of faculty publications measured and evaluated?	NA
4.	What methodologies or databases are used to assess the impact of faculty publications?	NA
5.	What are the specific target benchmarks or goals set for citation index and impact factors?	NA
6.	What mechanisms are in place to encourage co-authorship and research partnerships?	NA
7.	Workshops, seminars, or writing retreats offered to support faculty in publishing research findings.	NA
8.	How does the institution promote the sharing and dissemination of faculty publications within the scholarly community?	NA
9.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	NA
10.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	NA

Future plan: The institution will encourage the faculties to get their research papers published in SCOPUS journals and UGC CARE listed referred journals. The institution has also plans to publish one interdisciplinary journal having ISSN.

## C. Innovation/ Incubation

Sl. No.	Details	Type of Innovation Process/ Incubation Centre		
		National	International	Commercial
1	Number of Innovation Process	00	00	00
2	Incubation Centre	00	00	00

	completed by last year (2022)			
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#### Future Plan

- : The HEI plans to create space for a cutting-edge entrepreneurs and young minds to transform their innovative ideas in to valuable business proposition.
- The primary vision is to facilitate a platform for a budding entrepreneur to start a business, ventures with minimum risk.
- The HEI will encourage the students to introduce new techniques or establishing successful ideas to create new values

#### D. Seminars and Conferences

Sl. No.	Level	Number of seminars and conferences organised in last year	Sponsoring / Supporting agencies	Teacher's participation in seminars/ conferences	Number of presentations done by teachers in seminars/ conferences	Amount sanctioned	Amount Utilized
1	International	00	00	00	00	00	00
2	National	02	00	00	00	00	00
3	State	00	00	00	00	00	00
4	University	00	00	00	00	00	00

Future plan: To conduct more seminars (National, International level) by various science, Humanity and Language departments are planned in this academic year.

#### E. Consultancy projects

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

## VI. Financial Details

### A. Total Income

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
Grants: National				
1	UGC	00	00	00
2	Distance Education Council	00	00	00
Other Grants				
3	Grants received from State Government	5,00,00,000	1,55,18,607	1,55,47,000
4	Grants received from other bodies	Nil	Nil	Nil
5	Donation	Nil	Nil	Nil
6	Tuition fees	39,050	46,336	21,873
7	Other fees	68,11,000	68,11,000	9,81,068
8	Interests	—	2,16,957	1,74,439
9	Sale of application forms	Nil	Nil	Nil
10	Others (Please specify)	—	—	—

### B. Total Expenditure

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
1	Salary, allowance and retirement benefits	4,39,58,184	4,39,58,184	3,98,48,445
2	Buildings (Construction and Maintenance)	34,50,000	69,09,407	1,55,40,000
3	Library	2,00,000	2,50,000	2,50,000
	Laboratory	1,00,000	17,28,213	5,25,846
4	Scholarships	Nil	DBT from Govt.	DBT from Govt.

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
5	Research and Development	Nil	Nil	Nil
6	Sports	1,07,250	1,09,222	1,27,925
7	Other expenses	—	—	—

### C. Account and Audit status

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

## PART – B

### VII. SWOC Analysis

#### **Institutional Strength:**

- The HEI is strategically located on the border of two states – Jharkhand and West Bengal- enabling student diversity
- Inter and multidisciplinary teaching-learning helps in imparting holistic education
- The HEI has a specific department relating to tribal language- Santali
- Adhering to the institutional social responsibility the college has undertaken socially relevant extension activities and innovative practices like save Similipal campaign, fight against forest fire, awareness campaign against superstition of witch hunting, free eye cataract surgery, Bal sanskar, save girl child, Protection of Elephant on the foot of Similipal, Health Camps, massive plantation drive and many others specially in tribal areas.
- Wi-Fi enabled campus
- Physical Education facilities; open playground, gymnasium and auditorium, yoga facilities
- Automated College Accounting Procedure (CAPA)
- Around 50% students are girl students and the institution is engaged potentially in empowering women.
- Organisation of extracurricular activities. Like Games, Sports, Athletics and literary activities and Organisation of cultural programmes like dance, drama etc.
- Pro-active NSS, NCC, Rovers Rangers and YRC units.
- Hostel accommodation for girls within campus.
- Most of the teaching faculty is in the process of upgrading their qualification.
- Language Lab.
- Fully automated library with INFLIBNET and e-library
- In-campus recruitment drive.
- Smart Classrooms

#### **Institutional Weakness:**

- The location is a hindrance in attracting more companies to conduct in campus recruitment drive.
- Less number of regular administrative staff.

- No earmarked examination hall.
- Insufficient classroom.
- No specific department for arts and commerce stream with modern facilities: Computer, printer, furniture, departmental library, AC
- Small and dingy library with no reading room having all facilities: Computer, printer, furniture, AC
- Less number of reference books in the library.
- Less number of boys and ladies' hostel.
- There is no residential facility for teaching and non-teaching staff
- Insufficient toilet complexes.
- Cycle and two-wheeler stand,

#### **Institutional Opportunity:**

- The tribal students of the area have a natural flair for games and sports which needs to be identified and strengthened.
- There is scope for the Centre for Similipal Studies for emerging as a National Centre/ multidisciplinary Centre of Excellence in the field of biodiversity conservation & management as well as Bio-resource development
- There is scope for Centre of Excellence in Tribal Studies of the Ministry of Tribal Affairs, Government of India
- Value addition of tribal knowledge system by validating/improvising through bio-technology and attempting to translate them into marketable products may strengthen the livelihood options tribal population
- As a HEI, the college has responsibilities towards development of Human Resources of through education and skill- development
- Skill development training by targeting the tribal community; improvement of digital literacy among ST/SC, Girl and students of minority community are another source opportunity
- New interdisciplinary subjects relating to conservation, heritage management and cutting-edge areas of science and technology will be immense importance
- More options for tribal languages as Mother India Language (MIL) in Undergraduate Courses Translation of tribal literature into other languages and strengthening of tribal literature in the library are other needs of the hour
- Introduction of more P.G. programmes in related disciplines.
- More National Level Seminars, Workshops and Conferences.

- Initiative for inflow of external funding concurrent with central / State policies related to education and skilled human capital including faculty improvement.

**Some of the major Challenges for the college:**

1. To raise the aspiration of first-generation tribal students by means of higher education for their emergence as change makers in their respective communities
2. To motivate, guide and enrich students to compete national level examinations
3. To strengthen the industry-institute collaboration for translation of local knowledge into product, its marketing and development of entrepreneurship among tribal people.
4. Coordinating and organizing campus selection process
5. Improving the language and communication skills of the students coming from rural-based under privileged families
6. Curtailment of student drop out caused due to financial problems, low-income and uneducated parents and early marriage.
7. To promote skill development and self-employment schemes

Integrating Games and sports and traditional games into main stream education.





## PART – C

### VIII. Need Assessment

#### A. Curriculum Excellence

Sl. No.	Particulars	Response
1	When the curriculum was updated last?	Year: 2017
2	How frequently (time duration) the updating is done?	The first autonomous batch under CBCS pattern started in 2015. Previously the curriculum was being updated by the university and the college had no role in this regard. However, it needs to be updated in every 5-year keeping in the view of the demands for the subjects to generate employability.
3	Does the curriculum help the students in	
a)	Skill development	Partially the through communicative English
b)	Personality development	The various courses in the U.G. level develop in building the personality of students in many aspects. The additional courses such as Ethics and values, Skill Enhancement courses helps in shaping the character of students.
c)	Enhancing Employability	Yes, it helps in enhancing employability. Yet new courses in UG level such as B. Ed., Industrial chemistry, BBA, BCA, B. Lib in SFC mode and Add-on courses such as Cottage industry, agro industry, diploma in Nursing, beautician course, interior designing and diploma in banking management need to be opened. More professional courses need to be introduced

d)	Generating interest among students for learning higher course	Yes, it generates interest for learning higher courses. To increase the scope, introduction of P.G. courses: Geology, Industrial chemistry, Odia, History Political science, Economics, Sanskrit and Psychology need to be opened with adequate infrastructure facilities. More counseling programmes need to be organized for progression to higher education. Coaching for GATE JAM CAT CLAT MAT CUCET and other entrance examinations need to be conducted in the college.
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e)	Any other, Please Specify			
4	No. of total application received during last three	2022 – 23	2021 - 22	2020 - 21
		9631	7181	5068
a)	for UG programs	9631	7181	5068
b)	for PG programs	00	00	00
5	Students' progression rate for higher studies			
a)	for UG programs	15%	12%	8-10%
b)	for PG programs	NA	NA	NA
6	Mention the top five programs opted by the students	UG level		PG level
		1. Chemistry		1. History
		2. Botany		2. English
		3. Physics		
		4. Mathematics		
		5. Zoology		

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

Sl. No.	Programme /Course	Course vs Student ratio		
		2022 – 23	2021 – 22	2020 – 2021
1.	Economics	32:26	32:28	32:29
2.	English	16:16	16:15	16:12
3.	History	48:47	48:46	48:48
4.	Odia	48:46	48:48	48:48
5.	Philosophy	16:14	16:15	16:14
6.	Political Science	48:44	48:46	48:47
7.	Sanskrit	48:44	48:47	48:43
8.	Sociology	32:31	32:28	32:30
9.	Botany	32:26	32:25	32:30
10.	Chemistry	32:27	32:24	32:32
11.	Mathematics	32:30	32:29	32:32
12.	Physics	32:21	32:25	32:31
13.	Zoology	32:25	32:25	32:29
14.	Commerce	64:60	64:47	64:47

**C. Pedagogical Excellence**

Sl. No.	Particulars	Responses
1	What is the teaching-learning systems currently followed in the institution? (For example, IT enabled learning, traditional method, Experiential method, Team Problem solving, Project based	Black board work, Power point presentation, and traditional method of lecturing. For participatory teaching and learning, individual department, well equipped room for PPT and seminars,

Sl. No.	Particulars	Responses
	method, etc.) Pl. give brief of process followed.	group discussion, individual seminar library rooms, books, audios, videos, e-journal etc are required.
2	Whether practical orientation in relation to teaching learning system is given to students?	No
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study and Simulations etc.) used for teaching students?	Presentation, Field study, and survey are essential to gain practical knowledge. Demonstration in science subjects is done. For the use of these tools, fund for projectors, computers, Wi-Fi enabled campus and other aids of teaching and learning are required.
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.	Occasionally conducted due to paucity of funds. For regular conduct of industry academia interface, the Physics and Chemistry students shall be encouraged to visit research laboratories and industries. Industrialist of repute from the state and outside shall be invited to deliver lectures and sensitise the students.
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc.) that are adopted in the institutes?	Presently neither smart class room nor conferencing practices in teaching are adopted in the institution. But at least 03 smart classrooms shall given priority. So far as video conferencing is concerned teachers of national and international repute, administrators, economists, industrialists, academics and spiritual luminaries shall be requested to interact with the students for greater benefit of the students. We need 03 nos. smart class room and at least 01 no. of conference hall.

Sl. No.	Particulars	Responses
6a.	Does the Institute have the practice of collecting feedback from students? (If yes, what process is followed)	Yes, the principal along with the academic bursar interact with the students and collect feedback in verbal form.
6b.	Does the institute implement the suggestions from students' feedback for improving pedagogy?	Yes, the principal holds meeting of the HOD's every month and basing on the feedback received from the students offer suggestions for improving pedagogy.
7	Does the institute provide any best-teacher award or any other motivational measure for adopting improved teaching method? (Please specify)?	No. The institution plans to provide the best teacher award from the upcoming session.

#### D. Academic Administration

Sl. No.	Particulars	Response						
1	Does the institute prepare an academic calendar for the year? (Yes/No)	Yes, classes, examination, extracurricular activities are reflected in the calendar.						
2	Does it follow the academic calendar strictly? (Yes/No)	Yes, the institution follows the academic calendar strictly.						
3	Does the institute have student support systems	<table border="1"> <tr> <th>Mentoring</th><th>Tutorial</th><th>Counseling</th></tr> <tr> <td colspan="3">Yes, mentoring, tutorials and counselling system are monitored by IQAC.</td></tr> </table>	Mentoring	Tutorial	Counseling	Yes, mentoring, tutorials and counselling system are monitored by IQAC.		
Mentoring	Tutorial	Counseling						
Yes, mentoring, tutorials and counselling system are monitored by IQAC.								
4	Whether detailed lesson plans are given to students? (Yes/No)	Yes, it is uploaded in the college website before the start of the session. But thereafter session plan will ne introduced to avoid droppage of classes.						
5	If yes, are the lesson plans followed strictly? (Yes/No)	Yes, the lesion plan is followed strictly to complete the course.						

6	What type of monitoring system is followed for ensuring course completion within the scheduled time?	The principal monitors through academic bursar. At times the staff council meetings are convened to inject seriousness for completing the course within the set time frame. The teachers who are assigned other duties are asked to complete the course by taking extra classes.
7	What type of attendance management system is followed in the institute?	Annually the attendance management system is followed, e-Governance is in process & from the next session monthly attendance calculation shall be made and communicated to the guardians.
8	What type of feedback system is used for appraising the performance of faculty members? a) 360 Degree b) Students feedback c) self-appraisal d) CCR	CCR is maintained confidentially by the principal and every year CCRs are sent to the DHE for necessary action for appraising the performance of the faculty members.
9	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)	Ideally it should be communicated to the teachers to inspire and motivate the teachers with lacuna should be cautioned to correct themselves. But it is not done in the existing mechanism of maintaining CCR.

#### E. Examination Reforms

Sl. No.	Particulars	Response
1	What is the current examination evaluation criteria? Computerized / Manual	Manual
2	If manual, is there a need of converting the evaluation criteria to computerized system? Yes / No	Yes



	If yes, why you think it is required?	
3	Whether practical examinations are integrated with the examination system? Yes / No	Yes, practical examinations are integrated with the examination of theory papers.
4	What types of reforms are required in the present examination system?	Self-tabulation by installing a mini press for quick and timely examination and publication of the result.
5	Is the examination system a continuous one? Yes / No.  If yes, please mention in detail.	Yes, odd mid sem-1 <sup>st</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> (Sep-Oct) Even mid sem: 2 <sup>nd</sup> , 4 <sup>th</sup> , 6 <sup>th</sup> (Feb-March) Odd End Sem: 1 <sup>st</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> (Nov-Dec) Even End Sem: 2 <sup>nd</sup> , 4 <sup>th</sup> , 6 <sup>th</sup> (Apr-May)
6	What is the days' gap between completion of examination and publication of result?	Maximum 60 days.
7	Should the gap be reduced? Yes / No  If yes, Why you think this gap can be reduce and How?	Yes, the result should be published within 45 days. By central e-evaluation and tabulation.

#### F. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of expansion work is required for the existing infrastructure?	<p>. Yes, land is available for the expansion of the existing infrastructure</p> <ul style="list-style-type: none"> <li>One large RCC building for library and reading room with furniture, glass fitted almirah and 5 number of AC, 10 numbers of computers with printers and drinking water facilities.</li> </ul> <p>.</p>

Sl. No.	Particulars
2	<p data-bbox="336 501 852 667">What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms etc.)</p> <ul data-bbox="927 264 1390 1196" style="list-style-type: none"> <li data-bbox="927 264 1390 1093">• The lecture halls and class rooms have been functioning in Asbestos and tile roofed houses and they are on the verge of expiry. So, they need to be replaced by RCC hall and rooms to ensure safety and security of the students and teachers. There are eight lecture halls and four rooms which are almost in a dilapidated condition. So, in view of the fact stated, 06 lecture halls with all amenities (Electrification, Anti-skid flooring with furniture) are badly needed.</li> <li data-bbox="927 1104 1390 1196">• Two 260 seated examination hall with toilets furniture, fans, ac, and drinking water facility</li> </ul>
3	<p data-bbox="336 1317 852 1413">Whether creation of a laboratory / centralized computing / instrumentation facility/ etc. is required?</p> <p data-bbox="863 1240 1390 1771">Separate laboratories for UG and PG practical classes with minimum capacity of 48 students and with equipment: physics, Chemistry. Botany, Zoology, Geology, Mathematics, and One laboratory size (60' for industrial chemistry with an office with attached toilets and store rooms along with all amenities, electricity, anti-skid flooring, electric fans, exhaust fans in every departmental laboratories.</p>

4	<p>What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)</p>	<p>a) Higher enrollment can not be possible without hostel accommodation. So, 2 no. of hostels(one for general boys and one for interstate students) with all amenities(Furniture,drinking water facility,electical appliances) boys with 120 capacitiy needs to be constructed for their comfortable stay since most boys do come from distant places and face difficulties to get accommodation besides it will ensure maximum attendance in the classes and other co curricular programs</p> <p>b) One three storied RCC building where in minimum 20 staff quarters(2 BHK) for teaching staff can be provided.</p> <p>c) Concrete inter connecting roads in the campus.</p> <p>d) Two over head tanks (10000 lts) one for hostel and residence and one for college since the existing facility is not adequate.</p> <p>e) Medicinal plants in front of Botany department to facilitate Botany students.</p>
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Sl. No.	Particulars	
		<p>e) Sports complex: there is an indoor stadium funded by UGC. But sports equipment is not available as per requirements. Hence provision of table tennis court, carom board and chess board need to be made.</p> <p>f) Outdoor games: A standard pitch for net practice of cricket with high quality bat/ball/stumps etc.</p> <p>g) high quality Badminton cork, bat, net with a developed cork.</p> <p>h) Football: Improvement of the existing field keeping pace with national standard.</p> <p>i) Six number of Cycle and two wheeler stands in front of Physics, chemistry, Botany, Zoology, Mathematics departments and one In front of administrative block length 200ft × 15ft .</p> <p>j) One building for dispensary for the students and staff</p> <p>k) One park needs to be developed in the existing garden.</p>
5	What type of infrastructural development work is needed for making them accessible for differently-able students?	Electronic Rickshaw Battery operated (Approx. cost Rs. 60,000/- × 2)
6	What are the estimated financial needs required by the institute for executing the above?	17.67 Cr

## G. Stakeholders Involvement

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

<b>Units</b>	<b>Teachers</b>	<b>Students</b>	<b>Parents</b>	<b>Alumni</b>	<b>Local Administ ration</b>	<b>Any other (Pl. Specify)</b>
Academic	Yes	Yes	Yes	Yes	Yes	
Administration	Yes	No	No	No	No	
Finance	Yes	No	No	Yes	No	

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

Stakeholders	Academic	Administration	Finance	Any other (Pl. specify)
Teachers	The teachers prepare academic plans for each programme and implement successfully. At the end of every month the progress registers maintained by the teachers are checked and countersigned by the principal. The academic bursar is authorized to see that all the classes are held without any fail. At the end of every academic session academic audit is conducted comprising two external members (KIIT deemed to be university, BBSR and DD autonomous college, Keonjhar) and one teacher of the institution and the principal and the	The principal, administrative bursar and the academic bursar look after the administration of the institution. Administrative audit is conducted every year comprising two external members (KIIT deemed to be university, BBSR and DD autonomous college, Keonjhar) and one teacher of the institution and the principal and the observations are viewed seriously and remedial measures are taken for improvement.	The principal deals all financial matters in consultation with the finance bursar and accountant. In emergency the principal consults the staff council of the college. At the beginning of every FY the annual budget prepared by the finance bursar is placed before the finance committee comprising the principal, finance bursar, one senior faculty and two externals for thread bare discussion. And placed before the governing body for approval. The financial audit is done by the government appointed chartered accountant firms and the report is sent to the District Audit Superintendent and the anomalies pointed out are complied. Apart from all these there is CAPA to maintain the college	

	observations are viewed seriously and remedial measures are taken for improvement.		accounts.	
Students	The students attend classes, practical classes, prepare project reports, conduct survey and organise study tours under the guidance of the mentors, heads of the departments and other faculties.			
Parents	Parent-Teacher meetings are organised to take stock of the			



	academic progress of their wards and suggest the administration to take up programmes that benefit the students from all aspects.			
Alumni	Alumni meetings are organised from time to time and suggest various remedial measures for around development of the students.		At times the alumni association in the name of Mo college contribute funds for developmental works of the institution.	
Local Administration	The local administration extends corporation when requested.			
Any other				

#### H. Manpower Requirement

Sl. No.	Particulars	Response	
1	Does the institute have adequate and skilled manpower? (Yes / No)	Teaching	Non-teaching
		No, the institute has skilled manpower but not as per requirement. Training to both teaching and non-teaching staff is required.	

**We need 32 number of teaching and 42 number of non-teaching staffs**  
**The teachers must be provided with orientation training and refresher courses to keep themselves updated. The clerical staff must undergo Accounts training and be computer shabby.**

#### I. Existing and required manpower?

Sl. No.	Programme /Course	Teaching		Non- Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
01	UG	42	74	06	48
02	PG	00	14	00	10

#### J. Legal Compliances and other human development cell

Sl. No.	Name of the Cell / Committee	Availability	Name of In-charge/ Head/ Lead	No. of members
1	Legal Cell	Yes	C. Satapathy	3
2	Equal Opportunity Cell	Yes	Gitanjali Birtia	3
3	Sexual Harassment Cell	Yes	Dr. N. Salim	03
4	Anti-ragging Cell	Yes	Mrs Mamata Samal	05
5	Right to Information cell	Yes	C. Satapathy	03
6	Intellectual Property Right Cell	Yes	Dr. S Senapati	03
7	Disciplinary Committee	Yes	Dr Abani Kanta Dash	05
8	Ethics Committee	Yes	Dr L.K Mishra	03
9	IQAC	Yes	Subash Chandra Jena	03
10	Placement cell	Yes	Dr. Priyajeet Sinha	03

**K. 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.)**

There is an IQAC cell in the college that functions keeping alignment with the NAAC requirements for accreditation. It also works for the all-round development of the teaching learning environment and other extracurricular activities.

12 meetings were held in past 3 years.

**2020-21**

The development committee has undertaken the renovation of the toilets and cleaning of the campus with the help of construction committee and authorized local contractors on war footing basis.

To facilitate better library facility, HODs are received the books for each department from seminar library.

A committee has been formed to execute for the renovation of girl's common room, college canteen so that students can utilise their lecture hours and get items for the refreshment.

An additional physical laboratory has been constructed and become operational for the Physics honours students to avail more spacious laboratory.

**2021-22**

Toilets have been increased.

Teachers have been encouraged to use ICT mode of teaching in the class rooms.

Additional cycle stands have been increased.

Two water purifiers and coolers have been installed in the academic block.

Sufficient books: text books and reference books have been procured.

Steps have been taken for a reading room.

**2023-24**

The library has been upgraded with INFLIBNET SOUL 3.0 by replacing INFLIBNET SOUL 2.0 for the easy access of the students.

A two storied new academic block has been made functional to meet the classroom requirement of the students.

More reference books for both the teachers and the students have been procured.

Toilets both on the ground floor and 1<sup>st</sup> floor for students: boys, girls and teachers have been made operational.

A proposal has been sent to the higher education department, govt of Odisha for allocation of funds for construction of a new library. However, a new e-library building has already been constructed and it will be operation very soon.

10 nos. of smart classrooms (ICT) have been upgraded and made operational keeping in view of the digital era and for better teaching learning activity.

02 nos. of water purifiers cum coolers have been installed for drinking purpose of both the students and teachers.

More faculties have been recruited and posted by government and governing body to meet the requirement of teachers.

Beautification work of the campus has been taken up and it is under rapid progress.

The construction work for one hostel for ST & SC Boys (120 bedded) and one for ST & SC girls (120 bedded) has been started.

New programme in education, Santali in B. A. and Geology and computer science in B.Sc. level have been introduced.

New PG classes in English and History have been introduced.

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

<b>Means</b>	<b>Process followed</b>
Institute Website	karanjiacollege.com
Collective/College Notice Board	Website, e-notice board, wall notice, WhatsApp group notice, bulk message etc.
Departmental notice board	In all the departments of science stream.
Any other means (Pl. Specify)	

#### **M. Audit process and status**

<b>Sl. No.</b>	<b>Audit</b>	<b>Status (Conducted/Not conducted)</b>	<b>Process</b>
<b>1</b>	Academic Audit	Conducted	A committee comprising 05 members: the principal, two senior faculties of the college and two faculties from other institutions especially universities.
<b>2</b>	Gender Audit	Conducted	A committee comprising of three faculty members of this institution (as internal member) and one senior faculty member from other institution.
<b>3</b>	Energy Audit	Conducted	Two members from physics department and one member from

			local electricity distributing company (SDO/JE electrical).
4	Green Audit	Conducted	A faculty member from Botany department and one from Physics department and ACF/Forest range officer of divisional forest office, Karanjia.
5	Financial Audit	Conducted	Chartered accountant firms appointed by the finance department of government of Odisha conducts audit then the report is sent to district audit superintendent for final approval.
6	Research Audit	Not Conducted	
7	Administrative Audit	Conducted	Academic and administrative audit, A committee is organised by the head of the institution, coordinator IQAC of this institution, one professor from other university (KIIT, BBSR) and one principal from another govt. college (D. D. auto. College, Kjr)
8	Any other (Pl. specific)		

## N. Monitoring and Evaluation

### 1. What type of decision mechanism is adopted by the institute?

The principal in consultation with the administrative bursar, accounts bursar, the heads of the departments, the head clerk and the accountant take decision. With regard to any serious issue this staff council meetings are convened to resolve the issue.

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

Sl. No.	System / Unit	Need (Yes/No)	Pl. Specify the kind of support needed
a)	Administrative System	Yes	Posting of Ministerial and menial staff against the vacancies of sanctioned posts.
b)	Academic System	Yes	The students must be provided with more computers for keeping themselves abreast of the advancement of knowledge in their respective fields.

c)	Financial system	Yes	Cashless transaction must be done and the accountants must be trained ones.
d)	Any other (Pl. Specify)		

#### O. Student Placement

Sl. No.	Particulars	Response
1	What are the most important industries in the geographical area of the institute?	00
2	Which industries employ the most college graduates?	Verdant Aluminum company Ltd.
3	What specific skills or attributes are local employers seeking in their employees?	Accounting, auditing, knowledge in tally, MS office, Power point, word, excel etc.
4	What skills do the local employer need, but do not get in local hire?	NA
5	Besides available skills for self-employment, what are the other constraints that youth may face and what kind of support do they need?	They need skill-based training for self-employment.

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

<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>1.</b>	What academic programs the following students are currently enrolled in?	
<b>a)</b>	Women students	B.A., B. Sc., B. Com., M. A.
<b>b)</b>	Schedule Caste Students	B.A., B. Sc., B. Com., M. A.
<b>c)</b>	Schedule Tribe Students	B.A., B. Sc., B. Com., M. A.
<b>d)</b>	Students from EWS (Economically Weaker Section)	B.A., B. Sc., B. Com., M. A.
<b>e)</b>	For Differently-able students	B.A., B. Sc., B. Com., M. A.
<b>2.</b>	What academic programs are seeing growth in enrolment of following students?	
<b>a)</b>	Women students	B. A. in Education, English. B. Sc. In Chemistry, Physics, Botany and Zoology, B. Com. In Accountancy.
<b>b)</b>	Schedule Caste Students	B. A. in Education, English. B. Sc. In Chemistry, Physics, Botany and Zoology, B. Com. In Accountancy.
<b>c)</b>	Schedule Tribe Students	B. A. in Education, English. B. Sc. In Chemistry, Physics, Botany and Zoology, B. Com. In Accountancy.
<b>d)</b>	Students from EWS (Economically Weaker Section)	B. A. in Education, English. B. Sc. In Chemistry, Physics, Botany and Zoology, B. Com. In Accountancy.
<b>e)</b>	For Differently-baled students	B. A. in Education, English. B. Sc. In Chemistry, Physics, Botany and Zoology, B. Com. In Accountancy.
<b>3.</b>	What are the employment outcomes for following students after passing out of the institution?	
<b>a)</b>	Women students	14 – 15%
<b>b)</b>	Schedule Caste Students	21-23%
<b>c)</b>	Schedule Tribe Students	40-45%

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
d)	Students from EWS (Economically Weaker Section)	Financial support
e)	For Differently-abled students	Braille for blind students, battery run auto rickshaw.
4.	What is the academic/skill training support that following students may need for improving employability?	
a)	Women students	B. Ed., BBA, BCA, Diploma in nursing and bachelor of library science.
b)	Schedule Caste Students	Extra coaching, remedial classes/ counselling and mentoring / mushroom cultivation, leaf plate making, mineral and distilled water, goat farming, wax candle, mobile repairing etc.
c)	Schedule Tribe Students	Extra coaching, remedial classes/ counselling and mentoring / mushroom cultivation, leaf plate making, mineral and distilled water, goat farming, wax candle, mobile repairing etc.
d)	Students from EWS (Economically Weaker Section)	Data not available.
e)	For Differently-baled students	Data not available.



## PART – D

### IX. Metrics and Targets

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
<b>GOVERNANCE QUALITY INDEX</b>		–	–	–	–	–	–
% of Faculty Positions vacant	21.2%	<b>70</b>	<b>20</b>	<b>10</b>	<b>00</b>	<b>00</b>	<b>100</b>
% of non-teaching staff to teaching Staff	15% : 78.8%	–	–	–	–	–	–
No. of under graduation programs	18	20	<b>24</b>	–	–	–	–
No. of post graduate programs	02	07	03	<b>02</b>	–	–	–
Delay in payment of monthly salary payment of faculty	00	00	00	00	00	00	00
<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	Within 45 days	<b>30 Days</b>	<b>30 Days</b>	<b>30 Days</b>	<b>30 Days</b>	<b>30 Days</b>	<b>30 Days</b>

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
	check is available with us. However, care is being taken by the faculties						
NAC Accreditation Grade	B	Visit of NAAC peer team					
NIRF Rank							
Teacher Student ratio	1:23	1:21	1:20	1:10	1:18	1:17	1:15
Space (teaching-learning) available for student (Square feet per student)	58	58	54	46	46	42	40
% of Visiting professors	00	2	4	10	10	10	15
% of students passing out with 60% or more marks	59	65	70	75	80	80	90
% of graduates employed by convocation	86	88	88	90	92	96	96
% of students receiving awards at National and International level	00	01	01	02	02	03	05

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
% of expenditure on Library, Cyber library and laboratories per year	13	15	15	16	18	20	
% of faculty covered under Pedagogical Training	00	10	12	14	16	16	
% of faculty involved in “higher education”	100%	100%	100%	100%	100%	100%	
Functioning of IQAC	100%	100%	100%	100%	100%	100%	
Dropout rate of student	09	08	07	05	04	00	
No of foreign collaborations	00						
Subscription to INFLIBNET for publication of research	Yes						
Expenditure per student							
<b>EQUITY INITIATIVE INDEX</b>							
SC Student%	13	15	15	16	20	20	
ST Student%	44	44	45	48	48	48	
%j of female student	56	58	60	62	62	65	
Functioning of CASH (Committee Against Sexual Harassment)	100%	100%	100%	100%	100%	100%	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Functioning of Social Protection Cell	100%	100%	100%	100%	100%	100%	–
Language assistance programs for weak Students	100%	100%	100%	100%	100%	100%	–
<b>REASERCH AND INNOVATION INDEX</b>		–	–	–	–	–	–
Per-faculty publications per year	00			–	–	–	–
Cumulative Impact Factor of publication	00	–	–	–	–	–	–
Average H Index of institution (of all the scholars)	00	–	–	–	–	–	–
% of staff involved as Principal Researcher	00	–	–	–	–	–	–
% of Research projects fully or more than 50% funded by external agencies, industries etc.	00	–	–	–	–	–	–
No. of patents granted	00	–	–	–	–	–	–
% of faculty receiving national/ international awards	00	–	–	–	–	–	–
% of income generated from Research studies to total budget for the institution	00	–	–	–	–	–	–

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Doctoral degrees awarded per academic year (for faculty)	00	–	–	–	–	–	–
Doctoral degrees awarded per academic year (student)	00	–	–	–	–	–	–
% of expenditure on Research and related Facilities	00	–	–	–	–	–	–
Digitization of Masters and Doctoral thesis	00	–	–	–	–	–	–
Under Graduate Project Experience (UPE)	100%	–	–	–	–	–	–
Capstone Project Experience (CPE)	00	–	–	–	–	–	–
% of Income generated from non-grant Sources	00	–	–	–	–	–	–
<b>STUDENT FACILITIES</b>							
No of new professional development Programs	00	BBA, BCA	JOURNALISM	MBA MCA			
% of student participating in co-curricular activities	65%	70	75	75	80	85	
% of student participating in sports activities	65%	65	70	70	80	85	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Existence of Placement Cells and Placement Plan	20%	30%	40%	50%	50%	50%	
% of expenditure on infrastructure maintenance and addition	20	25	30	35	35	40	
Availability of hostel per out-station female student	30	35	35	40	45	60	
Availability of hostel per out-station male student	20	30	30	35	40	50	
Student Experience Surveys	20%	25	25	30	35	40	
<b>INFRASTRUCTURE AND OTHERS</b>							
Adequacy of Staff Quarters	00	00	2	3	5	20	
% of Income generated from training courses	00						
% of Income generated from consulting	00						
Computer/digital facility in the institution	70%	70	70	70	80	90	
Internet connectivity of Campus	100%	100%	100%	100%	100%	100%	

## X. Five Year Plan

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

Year	Strategic Plan
2024-25	Principal—administrative bursar--- staff council---head clerk.
2025-26	Principal—administrative bursar--- staff council---head clerk.
2026-27	Principal—administrative bursar--- staff council---head clerk.
2027-28	Principal—administrative bursar--- staff council---head clerk.
2028-29	Principal—administrative bursar--- staff council---head clerk.

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

Year	Strategic Plan
2024-25	10%
2025-26	10%
2026-27	05%
2027-28	05%
2028-29	05%

**iii. Projected growth rate of girl student enrollment over the years**

<b>Year</b>	<b>Strategic Plan</b>
2024-25	5%
2025-26	7%
2026-27	8%
2027-28	9%
2028-29	10%

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	7%
2025-26	8%
2026-27	9%
2027-28	10%
2028-29	12%



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

Year	Strategic Plan
2024-25	The institute plans to Introduce a greater number of programmes (e.g., those on Performing Arts, Artificial Intelligence, Data Science, more Master's and Bachelor's programmes in interdisciplinary, new and innovative areas) under the framework of NEP-2020 to offer more flexibility and opportunities to the students.
2025-26	The college will be giving focus on Liberal Arts and Sciences programmes in future.
2026-27	More integrated Master's programmes in relevant areas to be offered.
2027-28	Setting up a Botanical Garden in the new campus.
2028-29	Certificate/Basic courses on some other national/international languages will be designed and developed.

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

Year	Strategic Plan
2024-25	The principal of the college informed the higher education department about the vacancies of regular posts in all subjects. Moreover, the institute needs highly qualified faculty members (i.e. faculty member having Ph.D., M. Phil., NET, GATE etc) for the growth of students and better outcome from the college.
2025-26	
2026-27	
2027-28	
2028-29	

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	90:100
2025-26	92:100
2026-27	94:100
2027-28	95:100
2028-29	100:100

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Orientation training to 20% staff
2025-26	Orientation training to 20% staff
2026-27	Orientation training to 20% staff
2027-28	Orientation training to 20% staff
2028-29	Orientation training to 20% staff

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	PAR and CCR
2025-26	PAR and CCR
2026-27	PAR and CCR
2027-28	PAR and CCR
2028-29	PAR and CCR

**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	By writing to government for filling up the vacant posts through SSB sponsored candidates.
2025-26	By writing to government for creating more posts in the newly opened subjects.
2026-27	By requesting the government to fill up the posts created in 25-26 to maintain 100:100 student teacher ratio.
2027-28	Recruiting high standard teachers for SFC.
2028-29	Maintaining student teacher ratio as per UGC guideline.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	02 class rooms to accommodate 164 students in each.
2025-26	02 class rooms to accommodate 164 students in each.
2026-27	02 class rooms to accommodate 164 students in each.
2027-28	03 class rooms to accommodate 164 students in each
2028-29	03 class rooms to accommodate 164 students in each

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Construction of new class rooms.
2025-26	Construction of new class rooms.
2026-27	Construction of new class rooms.
2027-28	Construction of new class rooms.
2028-29	Construction of new class rooms.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Through projectors in the laboratories.
2025-26	Conversion of 05 general class rooms to smart class rooms
2026-27	Conversion of 05 general class rooms to smart class rooms
2027-28	Conversion of 05 general class rooms to smart class rooms
2028-29	Conversion of 05 general class rooms to smart class rooms

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	30%
2025-26	40%
2026-27	40%
2027-28	40%
2028-29	50%

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	02 ST/SC hostels, 01 for 120 boys and 01 for 120 girls.
2025-26	Composite Urban model hostel: 01 for 100 boys and 01 for 100 girls.
2026-27	General hostel for 100 boys.
2027-28	Inter state hostel for 50 boys.
2028-29	Inter state hostel for 50 girls

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	02 ST/SC hostels, 01 for 120 boys and 01 for 120 girls.
2025-26	Composite Urban model hostel: 01 for 100 boys and 01 for 100 girls.
2026-27	General hostel for 100 boys.
2027-28	Inter state hostel for 50 boys.
2028-29	Inter state hostel for 50 girls

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Maintaining good sanitary condition
2025-26	Providing reading room to each hostel
2026-27	Providing GYM facility.
2027-28	Installation of CCTV's for external surveillance.
2028-29	Ensuring drinking water supply through purifiers and coolers.

**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	Introducing breakfast
2025-26	Provision of 04 days of non-veg meals in place of 02 days
2026-27	Provision of green salad in lunch and fruit salad in dinner.
2027-28	More items both in lunch and dinner
2028-29	Buffet instead of limited quantity and items.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Vedant Aluminium company limited will conduct the campus recruitment drive as in the previous years.
2025-26	At least two more companies shall be requested to conduct recruitment drive and about 15% of the final year students will find employment opportunities.
2026-27	As professional courses like MBA and MCA students will be in the final year, the IT and other companies shall be attracted to conduct recruitment drive and 20% students would find placement.
2027-28	After introduction of PG in commerce and science subjects it is anticipated that the placement cell of the college would be proactive to invite more companies of repute to provide placement and about 25% students would find employment opportunities.
2028-29	It is a no industry zone yet efforts shall be made to provide maximum employment to the first generation learners of this tribal area.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	More counselling programmes shall be conducted in place of two programmes.
2025-26	Repute career counsellors/experts from across the length and breath of the country shall be invited to inject seriousness in the students to get employment by facing interviews.
2026-27	Stress shall be given on communication skill and professional writing to get employed in high packages.
2027-28	Coaching classes for competitive examinations shall be conducted by inviting experts in the related fields.



2028-29	Apart from being employed by government and non-government organisations, students shall be encouraged and provided skill-based training for self-employment, start-up company's IT farms, tourism etc.
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**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	By inviting the industrial organisations of the nearby district, Keonjhar where there are many mining industries especially iron ore, manganese and bauxite.
2025-26	By inviting industrial organisation from across the state.
2026-27	By inviting industrial organisation from across the country.
2027-28	By requesting the industrial organisations to provide internship to students of the industry related subjects.
2028-29	By requesting the industrial organisations to sign MOU for providing employment to the students having potential.

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

Year	Strategic Plan
2024-25	By expanding network with corporate sectors.
2025-26	By organising career fairs: career counselling programmes.
2026-27	By organising industry specific workshops keeping liation with minor, medium and major industrial organisations.

2027-28	By sensitising the students through training every month.
2028-29	By organising training programmes at short interval.

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

Year	Strategic Plan
2024-25	By encouraging the teachers to prepare projects in their related fields.
2025-26	By providing financial assistance to take off minor and major projects.
2026-27	By providing ample scope to upgrade their qualification; doing PhD in their subjects.
2027-28	By making it mandatory to do research work on the socio, cultural and economic condition of the periphery localities.
2028-29	By encouraging the faculties to tap the untapped area of research on the flora and fauna of similipal biosphere (national park).

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

Year	Strategic Plan
2024-25	By providing financial assistance and leave to attend conference and workshops across the country.
2025-26	By encouraging the faculties to publish research papers in UGC CARE listed journals.
2026-27	By providing financial assistance and leave to attend conference and workshops across the country.

2027-28	By encouraging the faculties to publish research papers in UGC CARE listed journals.
2028-29	By encouraging the faculties to publish research papers in UGC CARE listed journals.

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

Year	Strategic Plan
2024-25	e-library to be made operational through which the students can access journals and books.
2025-26	More text books shall be procured keeping in view of the EWS students who are unable to purchase.
2026-27	More reference books to be procured for the students.
2027-28	Braille for blind students shall be made available.
2028-29	Arrangement shall be made to enable the PH students get more books without any hassle.

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

Year	Strategic Plan
2024-25	A new library building shall be made operational to accommodate more books.
2025-26	Submission of list of required books in online mode.
2026-27	Ramp and wheel chair for the PH students.
2027-28	Air conditioners shall be installed to combat heat in summer in the adjacent reading room.

2028-29	Water purifier and cooler with RO system shall be installed.
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**xxvii. Plan to update and expand its collection of books, journals, and digital resources to meet the evolving academic needs of the students**

Year	Strategic Plan
2024-25	To fully automate the library.
2025-26	More books for students and teachers shall be procured.
2026-27	More journals of science, humanities, IT, commerce and management shall be subscribed.
2027-28	Digital resources shall be made available to access latest books, journals, e-journals, e-books.
2028-29	Efforts shall be made to make a state of art library.

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

Year	Strategic Plan
2024-25	a laboratory for B.Sc. geology programme shall be made operational.
2025-26	A central laboratory shall be made available to cater the needs of all practical classes at B.Sc. and M. Sc. level.
2026-27	Equipment in view of the change of syllabus of both UG and PG level shall be procured to keep pace with the development in the field of science.

2027-28	Ample scope shall be provided with the teachers to get themselves engaged in soft research programmes.
2028-29	Final year students shall be encouraged to tap the untapped area of research on the local issues of concern which will benefit the community and society.

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

Year	Strategic Plan
2024-25	Government in the higher education department has already introduced scholarships for various categories of students and growth of enrolment of students is highly anticipated.
2025-26	Government in the higher education department has already introduced scholarships for various categories of students and growth of enrolment of students is highly anticipated.
2026-27	Government in the higher education department has already introduced scholarships for various categories of students and growth of enrolment of students is highly anticipated.
2027-28	Government in the higher education department has already introduced scholarships for various categories of students and growth of enrolment of students is highly anticipated.
2028-29	Government in the higher education department has already introduced scholarships for various categories of students and growth of enrolment of students is highly anticipated

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

Year	Strategic Plan
2024-25	Plans and initiatives to expand the scholarship offerings are chalked out by the government. Hence the college has no role in this regard excepting waiver of tuition fee, special financial assistance to the needy.

2025-26	Plans and initiatives to expand the scholarship offerings are chalked out by the government. Hence the college has no role in this regard excepting waiver of tuition fee, special financial assistance to the needy.
2026-27	Plans and initiatives to expand the scholarship offerings are chalked out by the government. Hence the college has no role in this regard excepting waiver of tuition fee, special financial assistance to the needy.
2027-28	Plans and initiatives to expand the scholarship offerings are chalked out by the government. Hence the college has no role in this regard excepting waiver of tuition fee, special financial assistance to the needy.
2028-29	Plans and initiatives to expand the scholarship offerings are chalked out by the government. Hence the college has no role in this regard excepting waiver of tuition fee, special financial assistance to the needy.

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

Year	Strategic Plan
2024-25	30% ; infra grant from government, MLA lad, students development fee etc.
2025-26	40% ; infra grant from government, MLA lad, students development fee etc.
2026-27	45% ; infra grant from government, MLA lad, students development fee etc.
2027-28	50% ; infra grant from government, MLA lad, students development fee etc.
2028-29	55% ; infra grant from government, MLA lad, students development fee etc.

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

Year	Strategic Plan
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2024-25	For construction of more class rooms.
2025-26	For construction of a state of art reading room.
2026-27	An auditorium with a capacity of minimum 2000 audience.
2027-28	A mini printing unit for smooth management of the autonomous cell.
2028-29	More computers to meet the requirements of all the departments.

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

Year	Strategic Plan
2024-25	Upgrading the existing GYM.
2025-26	Making the seminar hall fully operational.
2026-27	Interconnecting concrete road with high mast street lights.
2027-28	Construction of separate building for yoga classes and spiritual discourses.
2028-29	Staff quarters for the staff members.

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

Year	Strategic Plan
2024-25	By requesting the government to sanction more money to address the potential challenges and bottlenecks in terms of infrastructure growth.

2025-26	By requesting the major corporate sectors to grant funds.
2026-27	By requesting the MLA/Minister for lad.
2027-28	By seeking financial assistance from the alumni.
2028-29	By requesting the enterprisers of the locality.



## XI. Institutional Projected Budget (Rs. in Crores)

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
1	<b>Infrastructure</b>						
	Modernization and strengthening of laboratories	1.5	0.3	0.3	0.3	0.3	0.3
	Establishment of new laboratories for new PG programs	1.0	0.2	0.2	0.2	0.2	0.2
	New classroom	2.5	1.0	0.5	0.5	0.25	0.25
	Staff Quarters	4.0	2.0	0.5	0.5	0.5	0.5
	Modernization of classrooms	0.5	0.2	0.1	0.1	0.1	0.0
	New Exam hall (2) 160 seated	1.25	0.5	0.2	0.3	0.25	0.0
	Hostel facility for students	3.0	1.0	1.0	0.5	0.25	0.25
	Cycle stand(6 no)	0.35	0.1	0.05	0.05	0.1	0.05
	Sport complex	0.1	0.025	0.02	0.02	0.015	0.0
	Procurement of furniture	1.0	0.4	0.2	0.2	0.1	0.1
	Dispensary	0.2	0.15	0.05	0	0	0
	Park and beautification of the campus	0.5	0.15	0.10	0.10	0.10	0.05
	Establishment/Upgradation of Central and Departmental Computer Centres	0.5	0.1	0.1	0.1	0.1	0.1
	Modernization/improvements of supporting departments	3.0	1.0	0.5	0.5	0.5	0.5

Modernization and strengthening of libraries and increasing access to knowledge resources	1.25	0.5	0.5	0.1	0.15	0.0
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Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Refurbishment (Minor Civil Works)	1.0	0.25	0.25	0.25	0.25	0.00
2	<b>Research and development support</b>						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes	0.20	0.05	0.05	0.05	0.05	0.00
	Provision of resources for research support	0.20	0.05	0.05	0.05	0.05	0.00
	Enhancement of R&D and institutional consultancy activities	0.20	0.05	0.05	0.05	0.05	0.00
3	<b>Faculty Development Support</b>						
	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	0.1	0.02	0.02	0.02	0.02	0.02
4	<b>Academic support</b>						

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Creation of new departments/courses	0.20	0.05	0.05	0.05	0.05	0.05
	Enhanced Interaction with Industry	0.06	0.002	0.0025	0.0030	0.0040	0.0045
	Temporary faculty engagement	1.75	0.25	0.30	0.35	0.40	0.45
	Student support activities	1.0	0.10	0.15	0.20	0.25	0.30
5	Others (Pl. Specify)						
	<b>TOTAL</b>	25,36	8.447	5.2425	4.493	4.039	3.1245

