

INSTITUTIONAL DEVELOPMENT PLAN



**Sashi Bhusan Rath Govt.
Women's College
Berhampur
Ganjam-760001**

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About the Institute

The SBR Govt. (Auto) Women's College, Berhampur is one of the distinguished educational institutions of Odisha. It had a humble origin which started as Govt. women's college, Berhampur on July 7, 1958 with only the intermediate Arts classes. The college was affiliated to Berhampur University on January 1, 1967. The degree classes for Arts, Science and commerce were introduced in 1960, 1981 and 2013 respectively. Now the college provides PG teaching in all the seventeen departments. Besides the class work, students are also encouraged towards creative literary activities, social services and cherishing patriotism through their NSS, NCC and Red Cross. The college is accredited by NAAC at "B" in 2003 and "B++" in the year 2016. The name of the college was changed to "Sashi Bhusan Rath Govt. Women's College on 21.10.1998 and attained the autonomy in the year 2008.

Executive Summery

The colleges have prepared a strategic Institutional Development Plan has been made by this college with the cooperation of State Higher Education Council, Department of Higher Education, Government of Odisha to improve the quality education, academic and research ambiance, pedagogical tools and methods, mission, vision, target, infrastructural development, curricular & cocurricular activities of the students, residential accommodation for both students and staff, and friendly ecosystem.

In Part A of the IDP is discussed about the current status and situation about the institution where a detail reference was given about legal status of the institution, about students, about faculty, curriculum and content, teaching learning process followed, achievement with status curricular activities, research and innovation taken up the institution, industry linkage and students placement of student and others. Part B is the findings from the brainstorming from various interaction and dealt with strength, weaknesses, opportunity and challenges (SWOC) of the institution. Part C detailing out the need for five years and in Part D discuss about strategy to be followed and estimated budget.

The five-year prospective Institutional Development Plan emphasizes specifically on academic excellence, research and development, Library, support giving for overall development of the student to pursue prospective career in research, larger number of participation in sports and games. To accomplish above objectives, the college has developed a prospective Institutional Development Plan (IDP) for the academic year 2024-25 to 2028-29 pertaining to various aspects and interventions plotted for five prospective years and year wise targets has been mapped in matrix form. The proposed budget for prospective year is;

Activities	(Financial Year – Wise) (in Crores)					TOTAL for 5 years
	2024-25	2025-26	2026-27	2027-28	2028-29	
Infrastructure	1.9 (65.52%)	1.9 (65.52%)	0 (0%)	0 (0%)	0 (0%)	3.8 (39.18%)
Research & development support	NA NA	NA NA	NA NA	NA NA	NA NA	NA
Faculty Development Support	NA NA	NA NA	NA NA	NA NA	NA NA	NA
Institutional reforms	NA NA	NA NA	NA NA	NA NA	NA NA	NA
Academic support	1 (34.48%)	1 (34.48%)	1.2 (100%)	1.2 (100%)	1.5 (100%)	5.9 (60.82%)
Others: Consultancy, Supervision and Maintenance	NA NA	NA NA	NA NA	NA NA	NA NA	NA
TOTAL	2.9	2.9	1.2	1.2	1.5	9.7

PART - A

I. Institutional Basic Information

A. Name and address of the Institution:

Name of the Institution	Sashi Bhusan Rath Govt Women's College
Address for communication	SBRG Women's College, Infront of OSRTC Office, Berhampur, Ganjam, Odisha-760001
Website	sbrgautowomenscollege.ac.in
Phone no.	8895310443
Email	principalsbrgwc.berhampur@gmail.com

B. Geographical Presence:

Sl No.	Particulars	Response				
		Rural	Urban	Peri-urban	Tribal	Any other
1	Geographic location of the college (respond Yes in appropriate box)		Yes			
2	Location of the college (respond Yes in appropriate box)	Coastal	Eastern	Western	Northern	Southern
			Yes			
3	Name of the place	Berhampur, Ganjam, Odisha				
4	Mention the approximate population the college is serving	4-5 lakh				

C. Vision of the Institution:

1. Being the oldest women's college of the southern districts of the State, it aims to become the most preferred institution of choice of students, faculty and the general public and impart education by imbibing scientific temperament, rational approach, analytical mindset, organizing abilities and human values in the growth and development of women in the society.
2. To achieve excellence in Women's education.
3. Constantly striving to transform Sashi Bhusan Rath Government Autonomous Women's College to first Women University of Southern Odisha with high quality teaching, extension and outreach activities.

D. Mission of the Institution:

1. To cater to the educational needs of girls from all sections of the society and making them competent to meet the growing challenges.
2. To imprint in the minds of the students a genuine sense of equality, social justice, rationalism and encourage them to be a catalyst in the socio-economic and cultural transformation.

3. To imbibe the spirit of research and innovation amongst students and faculties.
4. To Collaborate with NGOs, Corporate bodies, prominent Higher Educational Institutions and Alumni to enhance employability of students.
5. To train needy students for national and Global competitions by providing free coaching classes.
6. To make the Campus clean and green by switching to renewable source of energy.

E. Core Values of the institution:

Belief: in respect, integrity, compassion, diversity and teamwork. **Spirit:** of nation building, inclusive growth. **Excellence:** in academics and Research

F. Is the Institution having a Strategic Plan?

Yes

G. Is the Institution approved by regulatory body?

Yes

H. Type of Institution: (Management)

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

I. Status of Institution:

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

J. Category of Institution: (Gender & Social)

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

K. Establishment Details

Sl. No.	Establishment Details	
1	Year of establishment	1958
2	Name of the University to which the institution is Affiliated	Berhampur University
3	Year of Affiliation with University	1967
4	Nature of Affiliation (Permanent/Temporary)	Permanent
5	Current status of affiliation (active / expire)	Active

L. Autonomy Details

Sl. No.	Autonomy Details	
1	Date/year of Autonomy granted	04.05.2006
2	Period of Autonomy granted	6Yrs
3	Current Autonomy status	Non-Autonomous
4	Plan for fresh Autonomy or extension or renewal	2026-27

M. Accreditation Details

Is the Institute accredited? (Yes/No)	Yes	Period for Institution accredited	5 Yrs
Name of the Accreditation Body	NAAC	Current Accreditation (active/expired)	Expired (Applying for 3 rd cycle)
Year of last accreditation	2016	Current / Last Accreditation Grade	B++
Rank in National Institute of Ranking Framework (NIRF) of the institute	Not Applicable		

N. Implementation of core values and principles

Sl. No.	Particulars	Responses
1.	How are the policies and code of conduct enforced effectively in the institution?	By conducting programs like different awareness, skill development periodically.
2.	How are strategic plan contributing to the core values and principles of the institution?	We do conduct various NSS, NCC activities to enhance the social responsibilities of the students. Faculties are encouraged to do research and participate in FDP.
3.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	Regular classes are conducted with strict vigilance and student's attendance record are monitored.
4.	How do the faculty and staff demonstrate and promote the core values of the institute?	All the members of the staff strive to full fill all the CORE values of the institute by participating in all the student activities.
5.	What are the yearly training programs, workshops, and seminars organized to enhance skills related	As mandated by DHE, weekly students' seminars are conducted at the department level.

	to; (specify in details and add rows if necessary)	
a)	Cultural Competence	NA
b)	Inclusive Teaching Practices	NA
c)	Ethical Leadership	NA
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?	Multiple programs are conducted on regular basis for guiding the students in their all-round development.
7.	How does the Institution engage with the local and global community, applying their core values to contribute positively to society in regards to social, environmental, and, economic challenges?	Different workshops are conducted in collaboration with local bodies.
8.	How does the institute communicate their core values and principles through social media, websites, and publication?	Through Facebook, Twitter (X) etc. social media. @GovtSbr75023, SbegwcBerhampur

O. Detail about Head of the Institution

Name	Dr Chittaranjan Satapathy
Professional Position (Professor /Reader/ Lecturer)	Assistant Professor (Stage-3)
Professional Responsibility (Regular / In-charge /Any other) (Pl. Specify)	Regular
Mobile Number	8895310443
Email Address	crsatapathy7@gmail.com

P. Detail about Nodal Officers of the institution

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Dr Ranjan Kumar Padhy	9438462591	rkpadhi2001@gmail.com
IDP Associate Coordinator	Sri Debabrat Sahu	9937888188	debabrat28@gmail.com
Academic Coordinator	Dr Chandana Adhikari	9438793640	adhikarichandana@gmail.com
Civil Works In charge	Sri Ranjan K Pradhan	9437245510	rkpradhanbotany@gmail.com
Coordinator Financial Aspects	Sri Narayan Behera	7978591363	nbehera197428@gmail.com

Q. Detail about IDP team of the institution

Sl. No.	Details	Response
1	No. of IDP team member	18
2	Does the institute develop any IDP before (Yes /No)	No
3	Agency supporting for the IDP	NA
4	Duration of previous IDP (from to.....)	NA
5	Key aspects planed in previous IDP	NA
6	Major aspect(s) of previous IDP addressed the institution? (outcomes)	NA

II. Academic Information

A. Academic Information (2022-2023) (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 2022-23)				
						Boys	Girls	Total	Vacancy	No. of application received
UG Arts										
1	Economics	36	32	Yes			31	31	1	99
2	Political science	36	32	Yes			32	32	0	260
3	Education	36	32	Yes			30	30	2	229
4	English	36	32	Yes			31	31	1	88
5	History	36	32	Yes			30	30	02	158
6	Odia	36	32	Yes			31	31	01	322
7	Philosophy	36	32	Yes			32	32	0	126
8	Psychology	36	16	Yes			14	14	02	26
9	Sanskrit	36	32	Yes			32	32	0	53
10	Home science	36	32	Yes			32	32	0	126
UG Science										
1	Botany	36	32	Yes			23	23	09	239
2	Chemistry	36	32	Yes			26	26	06	266
3	Math	36	32	Yes			27	27	05	275
4	Physics	36	32	Yes			28	28	04	284
5	Zoology	36	32	Yes			23	23	09	239
6	Computer science	36	32	Yes			23	23	09	239
UG Commerce										
1	commerce	36	128	Yes			127	127	01	297

PG PROGRAM										
1	Applied psychology	24	16	Yes			3	3	13	3
2	English	24	32				25	25	07	35
3	Economics	24	32				14	14	18	14
4	History	24	32				32	32	00	96
5	Home science	24	32				18	18	14	20
6	Odia	24	32				32	32	00	53
7	Political science	24	32				19	19	13	21
8	Sanskrit	24	32				01	01	31	01

B. Faculty Status (Regular/ Contractual)

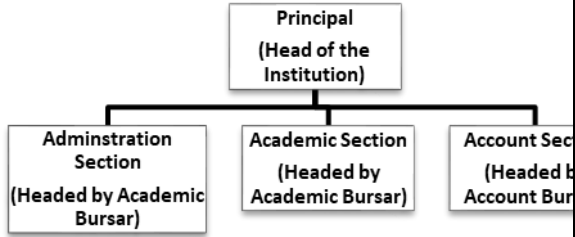
Total Sanctioned strength	Faculty in Position				Teacher Student Ratio
	Regular	488 faculty	662 faculty	Others (contractual + Guest)	
43	36	nil	nil	34	1:47 (taking into consideration of students of all the batches)

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

SI. NO.	Department	Total Sanctioned Strength	No. of teaching faculty on the basis of designation									Demonstrators/ Lab Attendants/ Storekeeper	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	Botany UG	03							02		01	Specimen collector: 01 Lab. Asst.-cum-Store Keeper: 01	02	01	02
02	Chemistry UG	03								01		Lab. Asst.-cum-Store Keeper: 02	01	02	01
03	Commerce UG	03							01		02		01	02	
04	Computer Sc. UG	03									01		0	02	
05	English UG	04							02		02		02	02	01
06	Education UG	03									03		0	03	
07	Economics UG	02							02				02	0	01
08	History UG	03							02		01		02	01	02
09	Home Sc. UG	03							02		01	Lab. Asst.-cum-Store Keeper: 01	02	01	02
10	Logic & Philisophy UG	02							02				02	01	01
11	Math UG	03									03			03	
12	Odia UG	02							02				03	01	01

13	Physics UG	03							02		01	Attendant: 01 Lab. Asst.-cum-Store Keeper: 02	02	01	01
14	Political Sc. UG	03							01		02		01	02	01
15	Psychology UG	03							01		02	01	01	02	
16	Sanskrit UG	03							02		01		02	01	01
17	Zoology UG	03							01		02	Attendant: 01 Lab. Asst.-cum-Store Keeper: 01	01	02	01
18	Environmental Sc. UG	01							01						01
19	Hindi	01												01	
20	Telugu	01												01	

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 Principal["Principal (Head of the Institution)"] Admin["Administration Section (Headed by Academic Bursar)"] Academic["Academic Section (Headed by Academic Bursar)"] Account["Account Section (Headed by Account Bursar)"] Principal --- Admin Principal --- Academic Principal --- Account </pre>
2.	How are administrative departments and units organized and coordinated?	Administrative department and units are organized and coordinated interact with each other.
3.	How are decision-making and authority delegated within the administrative structure?	The college administration has assigned the various works (both academic/non-academic) to faculties and these faculties of different departments are individually and collectively responsible for their work and they work in close coordination with the college administration.
5.	What are the process/ mechanisms followed to ensure coordination and collaboration among different administrative units?	As the institution is close knit unity, the coordination and collaboration among different units are perfectly maintained by personal interaction and official guidance. Principal himself personally supervise the works assigned to different persons and groups/committees.
6.	How are decision-making and authority delegated within the administrative structure?	There is demotion of power to the various sections like, establishment, accounts, and academic sections

E. Role of Students in Administrative Structure

Sl. No.	Indicator	Response
1	How students are represented in the administrative structure of the institution?	Students representatives are member of the different administrative structural bodies like college election, student bodies and student affairs, competitions, Yuva Sanskar, Mo College etc.
2	How are the student representatives or committees involved in decision-making processes?	Students have been granted full freedom to put forth their views and ventilate their grievances and they are fully involved in decision making process in a democratic way.
3	What mechanisms are in place to ensure student input and perspectives are considered in administrative matters?	Students are encouraged to submit anonymously feedback regarding academic and co-curricular activities in structural feedback system in online mode complaint and suggestion board, complaint box etc.

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

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

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	513	443	86.3	Nil
PG	82	73	89	Nil
Integrated PG	--	--	--	--
PG Diploma	--	--	--	--
Diploma Course	--	--	--	--
Certificate course	--	--	--	--
Any other				

Note: Remedial, doubt clearing and extra classes are conducted for better performance of the students in the examination.

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

Stream	No. of student						Pass percentage		
	Appeared in exam			Passed in exam			1st year	2nd year	3rd year
			3 rd year			3 rd year			
Arts			240			206			86%
Science			154			129			84%
Commerce			119			108			91%
Total (all stream)			513			443			86.3%

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

Subject	Approved Strength	Appeared		Passed		Pass percentage	
		1st year	2nd year	1st year	2nd year	1st year	2nd year
English	32		28		28		100%
History	32		24		19		79%
Home Science	32		19		15		79%
Psychology	32		11		11		100%
Economics	32		-				
Odia	32		-				
Political Science	32		-				

III. Student Details

A. Total student strength in the institution

Programme	Total	Boys	Girls	Gen.	SC	ST	OBC	Muslim Minority	Differently-Able
UG	1693		1693	667	323	269	434		15
PG	244			119	39	26	60		02
Total	1937		1693	786	362	295	494		17

Note: The students admitted under SC/ST/OBC category are as per the Govt. of Odisha guidelines.

B. Availing Educational Loan Facilities by Student

Sl. No.	No. of students availing educational loans	UG	PG
1	General Student	-	-
2	SC Student	-	-
3	ST Student	-	-
4	OBC Student	-	-
5	Minority Student	-	-
6	Physically challenged student	-	-
7	Total Boys	-	-
8	Total Girls	-	-
9	Total student dropout rate in the last year	109	18

C. Average Dropout rate (in percentage)

Course	Academic year			
	1st year	2nd year	3rd year	Total
UG Arts	23	20	17	60
UG Science	21	12	07	40
UG Commerce	02	03	04	09
PG (all subjects)	11	07	NA	18

D. Student's Class Attendance

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	Attendance registers are maintained regularly and the dept. monthly update their student attendance.
2	Are there established systems or mechanisms in place to record and monitor attendance? Details about the System or mechanism.	Yes, Attendance registers are maintained regularly and the dept. monthly update their student attendance and the students with less than 75% attendance are informed through notice & WhatsApp group.
3	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Yes, efforts have been taken. Through parent-teacher meeting the reasons of low attendance has been discussed and students are encouraged to attend classes.

E. Student Absenteeism

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student absenteeism?	Through the attendance registers.
2	What are the common reasons for student absenteeism within the institution?	As it is a women's college, they face issues: social stigma and transportation problem for the students from remote areas, these all prevent the students from attending classes regularly.
3	Have there been any efforts	The list of students having lower attendance are also displayed in the departmental notice board. The other remedial measures are beyond the control of the college authority

	to analyze and understand the root causes of students' absenteeism?	
4	How does the institution involve parents or guardians in addressing student absenteeism?	Parent-teacher meeting are held quarterly and the parents are sensitized about the attendance and the performance of their wards.

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

Sl. No.	Particulars	Responses
1.	What are the current disciplinary policies and procedures in place within the institution?	1. There are different cells to maintain discipline in the college like anti-ragging cells which keeps the college ragging free. 2. Discipline committee of the college maintains disciplines and ensures conducive environment for students. It also provides remedies to the victim students. 3. Minority cell & Women cell works towards maintaining discipline in the college campus.
2.	Are there any particular areas or contexts where disciplinary incidents are more prevalent?	NO. The college runs smoothly.
3.	Have there been any efforts to identify and understand the root causes of disciplinary incidents?	Not needed.
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	The Ethics & Value course in UG helps the students to develop positive attitude towards the life & society. NCC, NSS and YRC units of the college help creating positive atmosphere in the college.
5.	How does the institution encourage students to take responsibility for their actions and engage in self- discipline?	NCC, NSS, YRC units of the college help in creating a positive atmosphere in the college campus.
6.	How are faculty, staff, and administrators trained to implement disciplinary interventions effectively?	The college encourages the students to attend FDPs, workshops, seminars, conferences etc for their overall growth.

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

Sl. No.	Particulars	Number
1	Societies/ Clubs operational	10
2	Students participate in inter-college competitions	53
3	Students participate in international competitions	NIL
5	Students participate in Interstate competitions	NIL
6	Frequency of Annual function/ Fest	Annually
7	Average Media publication of student/ faculty activities per year	100 (Reflected in the print media as news article)
8	Students enrolled for Entrepreneurship and Innovation cell (if available in the college)	NIL
9	Girl students participate in self-defense programme offered by the institution	About 1000 no. of students have participated in the self-defense trainings organized.

H. Student participation in Co-curricular Activities (Year 2022-23)

Sl. No.	Activity	Number	Sl. No.	Activity	Number
1	Debate	250	7	NCC	55
2	literary	500	8	NSS	200
3	art & craft	700	9	Scout and Guide	200
4	exhibition	80	10	Youth Red Cross	120
5	Swachh Bharat Mission	250	11	Any other (Pl. Specify)	
6	Blood Donation Camps	40			

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

Sl. No.	Particulars	Responses
1.	How are vocational skills, life skills, and elective courses integrated into the institution's curricula?	The college in its curriculum there is no vocational course to enhance the vocational skill of the students. However, the courses such as Environmental studies, Ethics & values, Logic & Reasoning, and Communicative English were incorporated in the course

		curricular which are helpful for the overall development of a student.
Sl. No.	Particulars	Responses
2.	What proportion of the curriculum is dedicated to these skill-building components?	Nearly 30-40%.
3.	How do vocational skills, life skills, and elective courses align with the needs and demands of the job market or industry?	Communicative English, Arithmetic & Reasoning ability enable the students to appear for competitive exams like Banking, SSC, UPSC and OPSC.
4.	How are the outcomes associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	Its positive but some vocational skills, life skills should be introduced in the curriculum.

J. Mentor - Mentee

Sl. No.	Particulars	UG			PG	
		1st Year	2nd Year	3rd Year	1st Year	2nd Year
1	How many students are under one mentor (i.e., a faculty) for their overall growth?	30	30	30	16	16
2	Frequency of mentor mentee interaction per month	01	01	01	01	01
3.	Are there any feedback mechanism in place?	Yes (It is collected every semester after the end sem. exam)				
4	How do the improvement mapped?	Through meetings				

K. Availability of Sports Facility

S.N.	Particulars	Response		
1	Does the college have any infrastructure to support sports and games of the students?	YES		
2	Broadly, what are the fields of sports pursued by students in the institutions?			
3	Sports facilities available in the premises	Facility	Availability	Availability of materials
		Gymnasium	YES	All the equipment like tread mills, cycling is available in the Gym.
		Cricket field	NO	
		Foot ball	NO	
		Volley ball	NO	
		Basketball court	YES	Basket ball
		Any other (Pl. specify)	Badminton Court	

Note: The games like Cricket, Football, Volleyball is conducted in the Khallikote University Stadium which is nearby our college as a collaborative measure.

L. Students availing Sports quota

Sl. No.	Parameter	State quota		National quota	
		Boys	Girls	Boys	Girls
1	Total number of seats reserved for sports scholarship	nil	04	Nil	02
2	Number of students admitted through	nil	15	Nil	03
3	Percentage students admitted through	nil	1	Nil	1

M. Participation of students in sports activity

Sl. No.	Parameter	Boys	Girls
1	Average number of students participating in inter-college sports competition per year	Nil	45
2	Average number of students participating in Inter-state sports competition per year	Nil	05
3	Average number of students participating in National sports competition per year	Nil	Nil
4	Average number of students participating in international sports competition per year	Nil	Nil
5	Number of students won medals in sports in the last year	Nil	45

Sl. No.	Parameter	Boys	Girls
6	Number of students participated in college Annual Sports	Nil	1000+

N. Student's Aid Fund

Sl. No.	Particulars	Response		
1.	Total budget allocated for student's aid by the institution?	There is no student's aid fund in the college but students avail various scholarship from the state and central government.		
2.	How is information about student aid made available to students?	Online/	Offline/	Any other means please specify
		YES	YES	All the information regarding the scholarship is circulated through WhatsApp group and other social media groups.
3.	What criteria are used to assess eligibility for different types of financial aid?	It is decided by Central and State govt.		
4.	Number of students currently receive financial aid from the institution?	Boy		Girl
		Nil		Nearly 1000.
5.	Are there specific initiatives to promote diversity and inclusion within the student aid program?	NA		

O. Student Activity Centre

Sl. No.	Particulars	Response
1.	What amenities and features are included in the student activity center to meet the diverse needs and interests of students?	
2.	What types of programs and activities are offered within the student activity center?	
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	YES (The students are encouraged to involve in all the activities like recently concluded all “Nua O” programmes.

P. Student Elected Body

Sl. No.	Particulars	Response
1.	Does the institute have a student elected body? If yes, what is the structure of the student-elected bodies within the institution?	No. since 2018, the DHE, govt. of Odisha did not notify for the student election. However, different students’ bodies are nominated for the activities of the college.
2.	What is the composition of these bodies in terms of representation from different student groups and demographics?	Not applicable
3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	Not applicable
4.	How are the student-elected bodies held accountable for their actions and decisions?	Not applicable

Q. Placement Details

Sl. No.	Title of the Program	Total number of Internship opportunities	Total no of students who availed the internship opportunity (2022)	Total no. of students who got the pre-placement offer (2022)	Average % of students getting placed per year	% of unplaced students in the last year (2022)	Average pay package in last year (2022) [Rs. /Month]	Highest pay package in last year (2022) [Rs. /Month]	Lowest pay package in last year (2022) [Rs. /Month]
1	B.Sc Comp.Sc.		03	03	10	10	30000/ month	30000/ month	30000/ month

R. Alumni Association

Sl. No.	Particulars	Response
1.	Does the institute have an alumni committee? If yes, what are the initiatives or programs in place to strengthen the connection between alumni and the institution?	Yes. The govt. has introduced the MO College Abhiyan to strengthen the connection between institution and the alumni association.
2.	How does the institution foster networking opportunities among alumni and current students?	Through the meeting and WhatsApp group.
3.	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	NO
4.	How often are alumni meetings or events organized by the institution?	Yes. Once in a year.
5.	What activities and events are organized during alumni reunions and homecoming celebrations?	Formal meeting and sharing of past experiences and its relation to their personal development.
6.	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	NO

IV. Infrastructure Details

A. Classroom

Sl No.	Parameters	Yes / No	Number
1	Availability of classrooms	Yes	72
a)	164 seated	Yes	07
b)	64 seated	Yes	10
c)	16 seated	Yes	55
2	Availability of Smart Classroom	Yes	02
3	Availability Tutorial classroom	Yes	Tutorial classroom is same as class room.
4	Availability Seminar room	Yes	Some of the class rooms act as seminar room.

B. Laboratory

Sl. 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	16
3	Do the laboratories have sufficient equipment for students? (Yes / No)	To some extent; additional equipment are needed.	

C. Library Facility

Sl. No.	Parameters	Yes	No
1	How many libraries are available in the Institution premises? (in number)	01	
2	Is the library system computerized? (Yes /No)	Yes	
3	Is the library accessible by differently able students? (Yes/No)	Yes (new rooms for library is built under 5T plan)	
4	Are there separate faculties/ students/ staff for management of library? (Yes/No)	Yes (new rooms for library is built under 5T plan)	

Sl. No.	Parameters	Yes	No		
5	Does the library have a lending facility? If yes, what is the timings for it?	Yes	10:30 to 03:30		
6	What is the library opening hours?	10:00 AM to 05:00 PM			
7	What is the sitting capacity of each library?	Developing the facility for 50 students.			
8	What is the annual budget for the library	Books	Journals/ Periodicals	Any other (Pl. specify	Total
		30610	EBSCO subscribed e- Journals and e- books as decided by state Govt.		

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

Sl. No.	Parameters	UG				PG		
		1 st Yr	2 nd Yr	3 rd Yr	Total	1 st Yr	2 nd Yr	Total
1	Number of reference books							440
2	Number of e-books reference books							EBSCO subscri bed journals and e- books funded by state Govt.
3	Number of journals and e-journals available							
4	Number of e-journals available							
5	Number of audio books, CDs etc. available							

E. Hostel for students

Sl. No.	Parameters	Response	
1	Does the institute have hostel facility for students?	Yes	No
		Yes	
2	Number of hostels	Boys	Girls
		N.A.	01
3	Accommodation capacity		271
4	Hostel occupancy ratio		
5	Does the hostel have facilities like	Yes	No

Sl. No.	Parameters	Response	
a)	Dining area	Yes	
b)	common room	Yes	
c)	Canteen	Yes	
d)	Sports room	Yes	
e)	Gymnasium		No
f)	Any other (Pl. specify)	Sick Room	
6	Does the hostel have washroom facility?	common	attached
		Yes	
7	What is the dependency on washrooms	Boys	Girls
a)	Per floor (average)		08
b)	Washroom ratio for hostellers		
8	How many times does the hostel and washrooms get cleaned? (Per day)	Once per Day	
9	Is the hostel accommodation accessible to differently-able students?	Yes	No
		Yes	
10	How are the hostel mess managed?	By students	
11	What is the process for managing the hostel accounts?	By dealing assistant	

F. Canteen Facility

Sl. No.	Parameters	Response
1.	What are the operating hours of the canteen?	10 AM to 5 PM
2.	How do you rate the cleanness of the canteen in a scale of 1 as (bad) and 5 as (good)	5: Good
3.	How would you rate the quality of food provided in the canteen in a scale of 1 as (bad) and 5 as (good)	5: Good
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?	Permitted to participate in various online/offline training programs on accounts /IFMS/HRMS/SAMS as and when conducted by HED.
2	Are there training programs, workshops, or certifications available to enhance their skills and knowledge?	Yes
3	How effective is communication between technical and non-technical staff within the institution?	Effective
4	Are there opportunities for career advancement and growth within the institution for technical and non-technical staff?	Yes

H. Extra Facilities

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

V. Research and Development

A. Research Projects

Sl. No.	Research Projects	Funding / Supporting Agency	Budgeted amount for research	Status			
				Sanctioned/ approved	Ongoing	Completed	Submitted
1	Number of major research initiatives	Nil	Nil	Nil	Nil	Nil	Nil
2	Number of small research initiatives	Nil	Nil	Nil	Nil	Nil	Nil
3	Number of Odisha University Research Innovation and Incentivisation Plan (OURIIP)	MRIP (Govt. of Odisha)	20,00,000/-	--	--	--	Yes
3	Number of interdisciplinary projects	Nil	Nil	Nil	Nil	Nil	Nil
4	Total number of industry sponsored projects	Nil	Nil	Nil	Nil	Nil	Nil
5	Number of student research projects	Nil	Nil	Nil	Nil	Nil	Nil
6	Number of faculty research projects	Nil	Nil	Nil	Nil	Nil	Nil
7	Number of research Project taken up by the institution	Nil	Nil	Nil	Nil	Nil	Nil
8	Any other, please specify	Nil	Nil	Nil	Nil	Nil	Nil
	Total	2	20,00,000/-	--	--	--	2

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?	Some faculty members are engaged in research work leading to publication and some are pursuing their PhD work.
2.	How does the institution track and measure faculty publications?	Faculty members are asked to submit their publication details for onward submission to State Govt agencies/Central agencies.
3.	How is the citation index of faculty publications measured and evaluated?	SCOPUS/ Google Scholar
4.	What methodologies or databases are used to assess the impact of faculty publications?	SCOPUS/ Google Scholar
5.	What are the specific target benchmarks or goals set for citation index and impact factors?	----
6.	What mechanisms are in place to encourage co-authorship and research partnerships?	All faculty are encouraged to collaborate with faculty of other institutes.
7.	Workshops, seminars, or writing retreats offered to support faculty in publishing research findings.	All faculty are encouraged to participate in conferences, workshops and seminars and publish their research.
8.	How does the institution promote the sharing and dissemination of faculty publications within the scholarly community?	Faculty members are asked to have SCOPUS/Google Scholar/Research Gate etc. ID and promote their publications.
9.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	No
10.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	No

C. Innovation/ Incubation

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

D. Seminars and Conferences

Sl. No.	Level	Number of seminars and conferences organized 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	Nil	Nil	Nil	Nil	Nil	Nil
2	National	Nil	Nil	Nil	Nil	Nil	Nil
3	State	Nil	Nil	Nil	Nil	Nil	Nil
4	University	Nil	Nil	Nil	Nil	Nil	Nil

Note: We are planning to organize seminars/ conferences soon as mandated for NAAC/ autonomy manual.

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	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
4	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

VI. Financial Details

A. Total Income

Sl. No.	Category/ Head	FY 2022-2023	FY 2022-2023	FY 2021-2022
		(Budgeted)	(Actual)	(Actual)
Grants: National				
1	UGC	Nil	Nil	Nil
2	Distance Education Council	Nil	Nil	Nil
Other Grants				
3	Grants received from State Government	Nil	Nil	Nil
4	Grants received from other bodies	Nil	Nil	Nil
5	Donation	Nil	Nil	Nil
6	Tuition fees	Nil	Nil	Nil
7	Other fees	993500/-	993500/-	490250/-
8	Interests	568000/-	522572/-	451075/-
9	Sale of application forms	Nil	Nil	Nil
10	Others (Please specify) i. other charges & contingencies. ii. equipment iii. Laboratory expenses iv. purchase of books v. electricity charges v. water charges vi. Telephone charges, vii. R.C.M vii. T.A viii. Municipal taxes ix. Remuneration to Guest faculties	7850873/-	7850873/-	6634500/-

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	42097964/-	38907240/-	38341910/-
2	Buildings (Construction and Maintenance)	NIL	NIL	NIL
3	Library	30610/-	30610/-	40000/-
	Laboratory	34179/-	34179/-	25100/-
4	Scholarships	9590608/-	7551660/-	5966410/-

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	NIL	NIL	NIL
7	Other expenses	NIL	NIL	NIL

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	1

PART – B

VII. SWOC Analysis

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

<p>A. Strengths</p> <ul style="list-style-type: none">• It caters to the need of wide diversity of girl students of South Odisha and the state being the oldest government autonomous Women's college having 21 UG and 19 PG courses currently and it has one of the best available Library, Laboratory resources and ICT facility.• It has transparent Examination System and Continuous Evaluation of students.• Locational advantage and experienced teaching faculty.• College is a part of RUSA which largely contribute to infrastructure development of the college.	<p>B. Weaknesses</p> <ul style="list-style-type: none">• Sharing of Infrastructure with Junior College and Loss of teaching days due to CHSE examination and Central Valuation for three months (March to May)• Student -teacher ratio is abysmally low as per regular faculty available. The workload and student strength requires a minimum of 120 regular teaching faculties.• Campus area is inadequate.• Large vacancy in supporting staff.
<p>C. Opportunities</p> <ul style="list-style-type: none">• Looking for vertical growth of buildings/blocks to meet the expansion potential of the College.• With adequate staff and infrastructure, the college can have collaborations with institutions of higher learning.• Due to recent developments in Industries/Port, there will be a possibility of Industry engagement for Student Internship, Collaborative research and creation of employability potential and development of entrepreneurship.	<p>D. Challenges</p> <ul style="list-style-type: none">• Automation of Library having 50902 books, office automation for paperless filing system.• Teacher strength at par with students on roll.• Fulfilling the students' aspiration to get the best education, development of human resources and employability.• Completion of Course, conducts of examinations and publication of results within the time frame.• Engagement of senior teaching faculties in administration affects teaching-learning process.

PART – C

VIII. Need Assessment

A. Curriculum Excellence

Sl. No.	Particulars	Response		
1	When the curriculum was updated last?	Year: 2019. In the year 2019, the Govt. of Odisha Department of Higher Education has introduced State Model Syllabus for all the colleges and universities of the state		
2	How frequently (time duration) the updating is done?	It is decided by the Govt. The OHEEC is the apex body to decide it.		
3	Does the curriculum help the students in			
a)	Skill development	AECC course is provided to skill the students on Arithmetic, Reasoning, Aptitude, Communicative English. These all are also used for real problem solving.		
b)	Personality development	Yes, it is taken care of.		
c)	Enhancing Employability	Yes		
d)	Generating interest among students for learning higher course	Yes		
e)	Any other, Please Specify			
4	No. of total application received during last three years	2022 – 23	2021 - 22	2020 - 21
a)	for UG programs	2664	1850	1610
b)	for PG programs	215	158	130
5	Students' progression rate for higher studies			
a)	for UG programs	223	167	148
b)	for PG programs			
6	Mention the top five programs opted by the students	UG level		PG level
		Odia		Zoology
		Political science		Commerce
		Economics		Odia
		Zoology		Political science
		Botany		Education
		Education		Physics

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	UG(All)	100	98	98
2	PG(All)	80	78	68

C. Pedagogical Excellence

Sl. No.	Particulars	Responses
1	What is the teaching-learning systems currently followed in the institution? (For example, IT enabled learning, traditional method, Experiential method, Team Problem solving, Project based method, etc.) Pl. give brief of process followed.	Traditional chalk-duster method, Smart class rooms, Blended teaching-learning, Discussion method, Field study, ICT-enabled learning, or Technology-Enabled Learning (TEL) & teaching, Experimental learning, Research papers, Seminars
2	Whether practical orientation in relation to teaching learning system is given to students?	Yes. Every student is assigned project mark which help the students to enhance their analytical ability.
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study and Simulations etc.) used for teaching students?	Presentation, Demonstration, Experimentation, Case Study, Webinar, and Conference
4	Does the institution conduct regular industry-academia interaction meetings? If yes, mention the number of such meetings during 2022-23 with detail about company and project.	NO. (Planning to conduct such activities)
5	What are the innovative teaching practices (like- smart classroom?	Smart Classrooms, Virtual Classroom where the webinars and conferences are held regularly.

Sl. No.	Particulars	Responses
	conferencing, etc.) that are adopted in the institutes?	
6a.	Does the Institute have the practice of collecting feedback from students? (If yes, what process is followed)	Yes, feedbacks from the students are collected bi-annually.
6b.	Does the institute implement the suggestions from students' feedback for improving pedagogy?	Yes.
7	Does the institute provide any best- teacher award or any other motivational measure for adopting improved teaching method? (Please specify)?	No.

D. Academic Administration

Sl. No.	Particulars	Response			
1	Does the institute prepare an academic calendar for the year? (Yes/No)	Yes, it is provided by Odisha Govt..			
2	Does it follow the academic calendar strictly? (Yes/No)	Yes.			
3	Does the institute have student support systems	Mentoring	Mentoring	Mentoring	
		Yes	Yes	Yes	
4	Whether detailed lesson plans are given to students? (Yes/No)	Yes			
5	If yes, are the lesson plans followed strictly? (Yes/No)	Yes			
6	What type of monitoring system is followed for ensuring course completion within the scheduled time?	Progress registers checked by the principal every month. HOD ensures the systematic completion of syllabus on time and report the same to the principal.			
7	What type of attendance management system is followed in the institute?	Manual and every dept. update their students attendance monthly by 5 th of the next month.			
8	What type of feedback system is used for appraising the performance of faculty members?	360 Degree	Student's feedback	Self-appraisal	Any other, Please Specify
		Yes	Yes	Yes	
9	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)	Yes			

E. Examination Reforms

Sl. No.	Particulars	Response
1	What is the current examination evaluation criteria? Computerized / Manual	Manual
2	If manual, is there a need of converting the evaluation criteria to computerized system? Yes / No If yes, why you think it is required?	Yes, it is very required to adopt the computerized criteria of evaluation because of some reasons like to maintain accuracy, speed, back up, data storage, security and management, reporting and also for the automation.
3	Whether practical examinations are integrated with the examination system? Yes / No	YES
4	What types of reforms are required in the present examination system?	The result of each semesters should be declared within the two months of the completion of the examination.
5	Is the examination system a continuous one? Yes / No. If yes, please mention in detail.	YES, each and every semester of UG and PG has been conducted in a continuous basis under the guidance of Berhampur University.
6	What is the days' gap between completion of examination and publication of result?	More than four Months
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 with in the 2 months of completion of examination in which the students will get the information regarding their back papers and then also will prepare. The gap will be reduced through increase in number of examiners and also with the adaptation of Computerized system of evaluation.

F. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of expansion work is required	
Sl. No.	Particulars	
	for the existing infrastructure?	Lack of space and lands, five Acres of land required for construction of academic block and two Acres for construction of Hostels.
2	What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms etc.)	One fully automated library-cum-reading room block with 24 Hrs internet system and multistoried parking is required.
3	Whether creation of a laboratory / centralized computing / instrumentation facility/ etc. is required?	Yes
4	What type of infrastructural development work required for non- academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	Hostel, park, flat for teaching staffs; indoor gymnasium complex; dispensary; girls common room required.
5	What type of infrastructural development work is needed for making them accessible for differently-able students?	Yes
6	What are the estimated financial needs required by the institute for executing the above?	Estimation will be done after knowing the details of land allotted to the institution.

G. Stakeholders Involvement

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

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

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	Yes	Yes	Yes	
Students	Yes	Yes	Yes	
Parents	Yes	Yes		
Alumni	Yes	Yes	Yes	
Local Administration	Yes	Yes	Yes	
Any other				

H. Manpower Requirement

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

I. Existing and required manpower?

Sl. No.	Programme /Course	Teaching		Non-Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
01	Botany UG	02	01	02	01
02	Chemistry UG	01	02	02	01
03	Commerce UG	01	02		
04	Computer Sc. UG		03		02
05	English UG	02	02		
06	Education UG		03		02
07	Economics UG	01	02		
08	History UG	02	01		
09	Home Sc. UG	02	01	01	01
10	Logic & Philosophy UG	02	01		
11	Math UG		03		
12	Odia UG	02	02		
13	Physics UG	02	01	03	
14	Political Sc. UG	01	02		
15	Psychology UG	01	02		
16	Sanskrit UG	02	01		
17	Zoology UG	01	02	02	
18	Environmental Sc. UG	01			
19	Hindi		01		
20	Telugu		01		

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	Dr. D. Swain	02
2	Equal Opportunity Cell	Yes	Dr. P.K. Sahu	03
3	Sexual Harassment Cell	Yes	Dr. N K Mahapatra	05
4	Anti-ragging Cell	Yes	Dr. N K Mahapatra	04
5	Right to Information cell	Yes	Dr. D. Swain	02
6	Intellectual Property Right Cell	Yes	Dr. CR Satapathy, Principal	02
7	Disciplinary Committee	Yes	Dr. B Das	06
8	Ethics Committee	Yes	Dr. CR Satapathy, Principal	03
9	IQAC	Yes	Dr Ranjan Kumar Padhy	10

Sl. No.	Name of the Cell / Committee	Availability	Name of In-charge/ Head/ Lead	No. of members
10	Any other, please specify	No	No	No

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.)

Role and function

- Development and application of quality benchmarks / parameters for the various academic and administrative activities of the institution.
- Dissemination of information on the various quality parameters of higher education.
- Organization of workshops, seminars on quality related themes and promotion of quality circles.
- Documentation of the various programs / activities leading to quality improvement.
- Preparation of the Annual Quality Assurance Report (AQAR) to be submitted to NAAC based on the quality parameters
- Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks.
- Optimization and integration of modern methods of teaching, learning and evaluation.
- Ensuring the adequacy, maintenance and functioning of the support structure.

The IQAC cell has conducted meetings on a regular basis (around 5-6 in a session) and recently the members of the cell unanimously have taken resolution to apply for NAAC (which expired in 2021) and autonomy as well.

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

Means	Process followed
Institute Website	sbrgautowomenscollege.ac.in
Collective/College Notice Board	Available
Departmental notice board	Available
Any other means (Pl. Specify)	Department wise and Year wise WhatsApp group

M. Audit process and status

Sl. No.	Audit	Status (Conducted/Not conducted)	Process
1	Academic Audit	Yes	As per the guidelines of OSHEC
2	Gender Audit	No	
3	Energy Audit	Yes	Through internal members
4	Green Audit	Yes	Through internal members
5	Financial Audit	Yes	Through AG and State Govt. Audit
6	Research Audit	No	
7	Administrative Audit	Yes	As per Govt. agencies
8	Any other (Pl. specify)	No	

N. Monitoring and Evaluation

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

The staff council of the institute presided by the Principal meets as and when is the need (at least once in a semester to take the decisions

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	The unit needs more skilled man power and equipment.
b)	Academic System	YES	The unit needs more skilled man power and equipment.
c)	Financial system	YES	More funds may be allocated at the disposal of the authority so that there won't be any financial constraint and the work will be completed on time.
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?	IREL, Grasim industries limited, Jayashree Chemicals, Tata Steel
2	Which industries employ the most college graduates?	
3	What specific skills or attributes are local employers seeking in their employees?	Soft skill, leadership skill, team management skill.
4	What skills do the local employer need, but do not get in local hire?	Soft skill, leadership skill, team management skill.
5	Besides available skills for self-employment, what are the other constraints that youth may face and what kind of support do they need?	Lack of employment opportunities for the youth with general degree, so some employment specific courses may be introduced for the youth.

P. Support Required for students with disadvantaged background

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1.	What academic programs the following students are currently enrolled in?	
a)	Women students	
b)	Schedule Caste Students	UG Arts
c)	Schedule Tribe Students	UG Arts
d)	Students from EWS (Economically Weaker Section)	UG Arts/Science/Commerce
e)	For Differently-able students	UG Arts
2.	What academic programs are seeing growth in enrolment of following students?	
a)	Women students	UG Arts
b)	Schedule Caste Students	UG Arts
c)	Schedule Tribe Students	UG Arts/Science/ Commerce
d)	Students from EWS (Economically Weaker Section)	UG Arts
e)	For Differently-baled students	
3.	What are the employment outcomes for following students after passing out of the institution?	
a)	Women students	Job opportunities in the industry in and around Berhampur, various govt. jobs.
b)	Schedule Caste Students	Job opportunities in the industry in and around Berhampur, various govt. jobs.
c)	Schedule Tribe Students	Job opportunities in the industry in and around Berhampur, various govt. jobs.
d)	Students from EWS (Economically Weaker Section)	Job opportunities in the industry in and around Berhampur, various govt. jobs.
e)	For Differently-abled students	Various govt. jobs.
4.	What is the academic/skill training support that following students may need for improving employability?	
a)	Women students	Soft skill, leadership skill, team management skill.
b)	Schedule Caste Students	Soft skill, leadership skill, team management skill.

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
c)	Schedule Tribe Students	<ol style="list-style-type: none"> 1. Hostel opportunities may be enhanced. 2. Amount and number of scholarships should be enhanced. 3. Students should be provided subsidized food in the hostel.
d)	Students from EWS (Economically Weaker Section)	<ol style="list-style-type: none"> 1. Hostel opportunities may be enhanced. 2. Amount and number of scholarships should be enhanced. 3. Students should be provided subsidized food in the hostel.
e)	For Differently-abled students	<ol style="list-style-type: none"> 1. Hostel opportunities may be enhanced. 2. Amount and number of scholarships should be enhanced. 3. Students should be provided subsidized food in the hostel. 4. A separate hostel for differently-abled students.

PART – D

IX. Metrics and Targets

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
GOVERNANCE QUALITY INDEX							
% of Faculty Positions vacant	16	10	0	0	0	0	
% of non-teaching staff to teaching Staff	63	70	80	90	100	100	
No. of under graduation programs	17	20	20	20	20	20	
No. of post graduate programs	20	20	20	20	20	20	
No. of Doctoral programs	0	0	0	10	15	20	
Delay in payment of monthly salary payment of faculty	0	0	0	0	0	0	
ACADEMIC EXCELLENCE INDEX							
Timely Course completion	10/10	10/10	10/10	10/10	10/10	10/10	
Exam conduction	Depend on University	Depend on University	Depend on University	Depend on University	Depend on University	Depend on University	
Gap in declaration of results	Depend on University	Depend on University	Depend on University	Depend on University	Depend on University	Depend on University	
Plagiarism Check	–	–	–	–	–	–	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
NAAC Accreditation Grade	B++	A	A	A	A	A	
NIRF Rank	-	-	-	-	-	-	
Teacher Student ratio	1:47	1:47	1:32	1:32	1:32	1:32	
Space (teaching-learning) available for student (Square feet per student)	49		70	70	70	70	
% of Visiting professors	0	0	0	0	0	0	
% of students passing out with 60% or more marks	Result Awaited	70	75	80	85	90	
% of graduates employed by convocation	0	0	0	0	0	0	
% of students receiving awards at National and International level	0	1	2	3	4	5	
% of expenditure on Library, Cyber library and laboratories per year	Rs.65,000/-	Rs.3.00 Lakhs	Rs.4.0 Lakhs	Rs.5.00 Lakhs	Rs.5.5 Lakhs	Rs.6.00 Lakhs	
% of faculty covered under Pedagogical Training	65	80	100	100	100	100	
% of faculty involved in “higher education”	100	100	100	100	100	100	
Functioning of IQAC	Functional	Functional	Functional	Functional	Functional	Functional	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Dropout rate of student	127 no.	110	90	80	70	60	
No of foreign collaborations	0						
Subscription to INFLIBNET for publication of research	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	
Expenditure per student	28637/-	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	
EQUITY INITIATIVE INDEX							
SC Student%	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	
ST Student%	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	As per Govt Policy	
% of female student	100	100	100	100	100	100	
Functioning of CASH (Committee Against Sexual Harassment)	Operational	Operational	Operational	Operational	Operational	Operational	
Functioning of Social Protection Cell	Operational	Operational	Operational	Operational	Operational	Operational	
Language assistance programs for weak Students	Operational	Operational	Operational	Operational	Operational	Operational	

REASERCH AND INNOVATION INDEX							
Per-faculty publications per year	—	1	1	2	2	2	
Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Cumulative Impact Factor of publication	--	3	5	5	5	5	
Average H Index of institution (of all the scholars)	--	2	5	6	7	8	
% of staff involved as Principal Researcher	--	10	20	30	40	50	
% of Research projects fully or more than 50% funded by external agencies, industries etc.	Nil	3 projects	5 projects	5 projects	5 projects	5 projects	
No. of patents granted	Nil	--	--	1	1	1	
% of faculty receiving national/ international awards	Nil	--	--	1	1	1	
% of income generated from Research studies to total budget for the institution	Nil	0.04	0.08	0.10	0.12	0.14	
Doctoral degrees awarded per academic year (for faculty)	NA	NA	NA	NA	NA	NA	
Doctoral degrees awarded per academic year (student)	NA	NA	NA	NA	NA	NA	
% of expenditure on Research and related Facilities	Nil	As per State Govt Funding	As per State Govt Funding	As per State Govt Funding	As per State Govt Funding	As per State Govt Funding	
Digitization of Masters and Doctoral thesis	Nil (however the soft copy of the project report of all the students are retained in the department.	-	-	-	-	-	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Under Graduate Project Experience (UPE)	100	100	100	100	100	100	
Capstone Project Experience (CPE)	NA	NA	1	1	1	1	
% of Income generated from non-grant Sources	Nil	-	-	-	-	-	
STUDENT FACILITIES							
No. of new professional development Programs	1	-	4	-	-	-	
% of student participating in co-curricular activities	50	50	50	50	50	50	
% of student participating in sports activities	25	25	25	25	25	25	
Existence of Placement Cells and Placement Plan	Available	Organize Placement Drives	Organize Placement Drives	Organize Placement Drives	Organize Placement Drives	Organize Placement Drives	
% of expenditure on infrastructure maintenance and addition	As per Govt. funds	As per Govt. funds	As per Govt. funds	As per Govt. funds	As per Govt. funds	As per Govt. funds	
Availability of hostel per out-station female student	Available	Available	Available	Available	Available	Available	
Availability of hostel per out-station male student	NA	NA	NA	NA	NA	NA	

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Student Experience Surveys	Conducted per semester	Conducted per semester	Conducted per semester	Conducted per semester	Conducted per semester	Conducted per semester	
INFRASTRUCTURE AND OTHERS							
Adequacy of Staff Quarters	20 numbers	As per Govt. funds	As per Govt. funds	As per Govt. funds	As per Govt. funds	As per Govt. funds	
% of Income generated from training courses	Nil	--	--	--	--	--	
% of Income generated from consulting	Nil	--	--	--	--	--	
Computer/digital facility in the institution	Available	Available	Available	Available	Available	Available	
Internet connectivity of Campus	Available	Available	Available	Available	Available	Available	

X. Five Year Plan

i. Strategic plan envisaged to manage the administrative structure

Year	Strategic Plan
2024-25	As directed by State govt. The general administrative, academic and accounts sections are headed by respective Bursars and they are under direct control/supervision of Principal.
2025-26	As directed by State govt.
2026-27	As directed by State govt.
2027-28	As directed by State govt.
2028-29	As directed by State govt.

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

Year	Strategic Plan
2024-25	5-10%
2025-26	5-10%
2026-27	5%
2027-28	5%
2028-29	5%

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

Year	Strategic Plan
2024-25	5-10%
2025-26	5-10%
2026-27	5%
2027-28	5%
2028-29	5%

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

Year	Strategic Plan
2024-25	Not Applicable
2025-26	Not Applicable
2026-27	Not Applicable
2027-28	Not Applicable
2028-29	Not Applicable

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

Year	Strategic Plan
2024-25	As per the policy of the Govt. (CBCS syllabus is followed)
2025-26	As per the policy of the Govt.
2026-27	As per the policy of the Govt.
2027-28	As per the policy of the Govt.
2028-29	As per the policy of the Govt.

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

Year	Strategic Plan
2024-25	As per the policy of the Govt.
2025-26	As per the policy of the Govt.
2026-27	As per the policy of the Govt.
2027-28	As per the policy of the Govt.
2028-29	As per the policy of the Govt.

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

Year	Strategic Plan
2024-25	As per the policy of the Govt. (Vacancy position is communicated to Govt. against the sanctioned strength)
2025-26	As per the policy of the Govt.
2026-27	As per the policy of the Govt.
2027-28	As per the policy of the Govt.
2028-29	As per the policy of the Govt.

viii. Training and development plans for new faculty

Year	Strategic Plan
2024-25	Faculties are encouraged to participate in the Refresher courses/ attend seminars/ workshops/ conferences within and outside the state.
2025-26	Faculties are encouraged to participate in the Refresher courses/ attend seminars/ workshops/ conferences within and outside the state.
2026-27	Faculties are encouraged to participate in the Refresher courses/ attend seminars/ workshops/ conferences within and outside the state.
2027-28	Faculties are encouraged to participate in the Refresher courses/ attend seminars/ workshops/ conferences within and outside the state.
2028-29	Faculties are encouraged to participate in the Refresher courses/ attend seminars/ workshops/ conferences within and outside the state.

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

Year	Strategic Plan
2024-25	Student's feedback is recorded after each semester.
2025-26	Student's feedback is recorded after each semester.
2026-27	Student's feedback is recorded after each semester.
2027-28	Student's feedback is recorded after each semester.
2028-29	Student's feedback is recorded after each semester.

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

Year	Strategic Plan
2024-25	As per the policy of the Govt.
2025-26	As per the policy of the Govt.
2026-27	As per the policy of the Govt.
2027-28	As per the policy of the Govt.
2028-29	As per the policy of the Govt.

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

Year	Strategic Plan
2024-25	As per the policy of the Govt.
2025-26	As per the policy of the Govt.
2026-27	As per the policy of the Govt.
2027-28	As per the policy of the Govt.
2028-29	As per the policy of the Govt.

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

Year	Strategic Plan
2024-25	Can be accommodated in existing class rooms
2025-26	New class rooms may be needed for opening of new courses.
2026-27	New class rooms may be needed for opening of new courses.
2027-28	New class rooms may be needed for opening of new courses.
2028-29	New class rooms may be needed for opening of new courses.

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

Year	Strategic Plan
2024-25	To have a smart class room in each department.
2025-26	To have a smart class room in each department.
2026-27	To have a smart class room in each department.
2027-28	To have a smart class room in each department.
2028-29	To have a smart class room in each department.

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

Year	Strategic Plan
2024-25	5%
2025-26	5%
2026-27	5%
2027-28	5%
2028-29	5%

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

Year	Strategic Plan
2024-25	Need a second campus after approval and allotment of land by Govt.
2025-26	Need a second campus after approval and allotment of land by Govt.
2026-27	—
2027-28	—
2028-29	—

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

Year	Strategic Plan
2024-25	Subject to the receipt of funds from State Govt/RUSA
2025-26	Subject to the receipt of funds from State Govt/RUSA
2026-27	—
2027-28	—
2028-29	—

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

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

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

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

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

Year	Strategic Plan
2024-25	10%
2025-26	20%
2026-27	30%
2027-28	40%
2028-29	50%

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

Year	Strategic Plan
2024-25	Will contact more companies and firms for placement
2025-26	Will contact more companies and firms for placement
2026-27	Will contact more companies and firms for placement
2027-28	Will contact more companies and firms for placement
2028-29	Will contact more companies and firms for placement

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	Local industries will be contacted.
2025-26	-
2026-27	-
2027-28	-
2028-29	-

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

Year	Strategic Plan
2024-25	More companies will be contacted for placement/internships
2025-26	More companies will be contacted for placement/internships
2026-27	More companies will be contacted for placement/internships
2027-28	More companies will be contacted for placement/internships
2028-29	More companies will be contacted for placement/internships

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	Each eligible faculty member will be encouraged to apply for projects to different agencies as part of their research work.
2025-26	Each eligible faculty member will be encouraged to apply for projects to different agencies as part of their research work.
2026-27	Each eligible faculty member will be encouraged to apply for projects to different agencies as part of their research work.
2027-28	Each eligible faculty member will be encouraged to apply for projects to different agencies as part of their research work.
2028-29	Each eligible faculty member will be encouraged to apply for projects to different agencies as part of their research work.

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

Year	Strategic Plan
2024-25	All faculties will be encouraged to publish in either SCI/ SCOPUS/ UGC CARE listed journals only.
2025-26	All faculties will be encouraged to publish in either SCI/ SCOPUS/ UGC CARE listed journals only.
2026-27	All faculties will be encouraged to publish in either SCI/ SCOPUS/ UGC CARE listed journals only.
2027-28	All faculties will be encouraged to publish in either SCI/ SCOPUS/ UGC CARE listed journals only.
2028-29	All faculties will be encouraged to publish in either SCI/ SCOPUS/ UGC CARE listed journals only.

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

Year	Strategic Plan
2024-25	5%
2025-26	10%
2026-27	15%
2027-28	20%
2028-29	25%

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

Year	Strategic Plan
2024-25	More journals/ books/ periodicals/subscriptions of e-content will be made.
2025-26	More journals/ books/ periodicals/subscriptions of e-content will be made.
2026-27	More journals/ books/ periodicals/subscriptions of e-content will be made.
2027-28	More journals/ books/ periodicals/subscriptions of e-content will be made.
2028-29	More journals/ books/ periodicals/subscriptions of e-content will be made.

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	More journals/ books/ periodicals/subscriptions of e-content will be made.
2025-26	More journals/ books/ periodicals/subscriptions of e-content will be made.
2026-27	More journals/ books/ periodicals/subscriptions of e-content will be made.
2027-28	More journals/ books/ periodicals/subscriptions of e-content will be made.
2028-29	More journals/ books/ periodicals/subscriptions of e-content will be made.

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	As per Govt funds
2025-26	As per Govt funds
2026-27	As per Govt funds
2027-28	As per Govt funds
2028-29	As per Govt funds

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

Year	Strategic Plan
2024-25	5%
2025-26	5%
2026-27	5%
2027-28	5%
2028-29	5%

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

Year	Strategic Plan
2024-25	If Govt provide funds we will develop modalities to provide scholarships by the institute itself
2025-26	If Govt provide funds we will develop modalities to provide scholarships by the institute itself
2026-27	If Govt provide funds we will develop modalities to provide scholarships by the institute itself
2027-28	If Govt provide funds we will develop modalities to provide scholarships by the institute itself
2028-29	If Govt provide funds we will develop modalities to provide scholarships by the institute itself

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

Year	Strategic Plan
2024-25	10%
2025-26	20%
2026-27	30%
2027-28	40%
2028-29	50%

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

Year	Strategic Plan
2024-25	Establishment of new laboratories for new PG programs
2025-26	Modernization and strengthening of laboratories, Modernization of classrooms, Procurement of furniture, Departmental Computer Centres
2026-27	Second Campus, New Hostel construction
2027-28	-
2028-29	-

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

Year	Strategic Plan
2024-25	Establishment of new laboratories for new PG programs
2025-26	Modernization and strengthening of laboratories, Modernization of classrooms, Procurement of furniture, Departmental Computer Centres
2026-27	Second Campus, New Hostel construction
2027-28	
2028-29	

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

Year	Strategic Plan
2024-25	Funds from Govt.
2025-26	Funds from Govt.
2026-27	Funds from Govt.
2027-28	
2028-29	

XI. Institutional Projected Budget (Rs. in Crores)

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
1	Infrastructure						
	Modernization and strengthening of laboratories	-	0.25	0.25	-	-	-
	Establishment of new laboratories for new PG programs	-	0.25	0.25	-	-	-
	New classroom	-					
	Staff Quarters	-	-	-	-	-	-
	Modernization of classrooms	-	0.5	0.5	-	-	-
	Upgradation of Learning Resources	-	-	-	-	-	-
	Hostel facility for students	-	-	-	-	-	-
	Procurement of furniture	-	0.2	0.2	-	-	-
	Establishment/Upgradation of Central and Departmental Computer Centres	-	0.2	0.2	-	-	-
	Modernization/improvements of supporting departments	-	-	-	-	-	-
Modernization and strengthening of libraries and increasing access to knowledge resources	-	0.5	0.5	-	-	-	

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Refurbishment (Minor Civil Works)						
2	Laboratory Up-gradation / Research and development support						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes	-	-	-	-	-	-
	Provision of resources for research support / Laboratory support to procure new equipment	-	-	-	-	-	-
	Enhancement of R&D and institutional consultancy activities	-	-	-	-	-	-
3	Faculty Development Support						
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on Training Needs Analysis	-	-	-	-	-	-
4	Institutional reforms						
	Technical assistance for procurement and academic activities	-	-	-	-	-	-
	Institutional management capacity enhancement	-	-	-	-	-	-
5	Academic support						

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	-					
	Enhanced Interaction with Industry	-	-	-	-	-	-
	Temporary faculty engagement	-	1.0	1.0	1.2	1.2	1.5
	Student support activities (Sports, Science, Club, Ideation Club, Field Trips etc.)	-	-	-	-	-	-
6	Others (Pl. Specify)	-	-	-	-	-	-
	TOTAL		2.9	2.9	1.2	1.2	1.5