INSTITUTIONAL DEVELOPMENT PLAN

2024-2029

SHAILABALA WOMEN'S AUTONOMOUS COLLEGE, CUTTACK

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THE COLLEGE AT A GLANCE

Shailabala Women's Autonomous College a centenarian institution of higher education, is one such temple of learning which has endured the test of time and has established itself as a citadel of women's education and empowerment. The college has been accredited by NAAC 'A' Grade twice, in 2006 and in 2017. The college added one more feather to its cap when it was conferred Autonomous Status in 2017 by the University Grants Commission.

The genesis of the institution can be traced back to 1913 when the facility for intermediate in Arts (IA)was opened in the erstwhile Ravenshaw Girls High School .Then it was administratively headed by Mrs Banks and gradually the institution grew from strength to strength .The opportunity for degree level education was inaugurated in 1946 and administrative inconvenience led to the college to be distinctly separated from the school (Ravenshaw Girls High School). The name of the institution at that time was Government Womens College which had its distinctiveness in letting out the first batch of women graduates in 1948.The twin institutions were running from the same premises but the need for class rooms and hostel for the students necessitated separation of the college from the school. In the year 1952 the college was shifted to the Mission Road residence of *Utkal Gouraba* Madhusudhan Das .

The adopted daughter of Madhubabu ,Ms Shailabala Das was a pioneer of womens education in odisha (then Orissa).Since 1908 , she was vested with the responsibility of looking after the affairs of Ravenshaw Girls School and the institution had scaled new heights under her stewardship . She was nominated a member in the Education Board constituted jointly by then odisha and Bihar in 1912.The joint efforts of Mrs Shailabala Das and Mrs Banks succeeded in persuading the Authorization in Education Board meeting held at Ranchi in the opening up of an intermediate college in orissa .At last the residence of Utkal Gauraba Madhusudhan ,Madhusmruti was dedicated to the nation on April 28 in 1952,the birth day of the illustrious patriarch who had dedicated his entire life for the cause of Orissa. And the precincts of that holy place has turned out to be one of the leading higher education institutions for women not only in the state of Odisha but in the whole country as well.Quite justifiably , the institution dedicated to higher education for women had the pride of being named after Shailabala a lone institution for womens education in both Orissa and Bihar.

By 1958 the institution had increased in size and stature and students from far and wide had staryed pouring in Women students from Bihar, Bengal, Manipur, Tripura used to come here to receive their education .Gradually the space crunch for accommodating constantly increasing number of students led to the construction of a few class rooms and a hostel within the campus of Madhusmruti.The space available on the other side of the road passing in front of Madhusmruti.,accommodated the science block of the college.

After almost a century and decade the institution (Shailabala Women's Autonomous College) stands tall offering 24 UG and 19 PG courses in three streams of science, Arts and commerce. Apart from that there are four self financing professional courses which are being electively opened keeping in view of the employability.

If the past is any indication, the vibrancy of the present is certain to open new horizons for the institution in future.
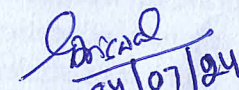
Professor (Dr) Gayatri Biswal

Principal & Chairperson, IDP Committee

Shailabala Women's Autonomous College

Cuttack

MESSAGE

Shailabala Women's Autonomous College has relentlessly strived to prepare its strategic Institutional Development Plan (IDP) to embark upon the path of academic excellence. This is reflective of our mission, vision and goals which aim to enhance the entire academic eco-system comprising of students, faculties, infrastructure facilities, avenues for research and development and internal and external stakeholder engagements. The IDP is an insight to our futuristic endeavours to upgrade teaching and learning by building a stable and resilient academic environment. The implementation of the developmental plan will help us to face the present teaching and learning challenges dauntingly and better accommodate ourselves to the NEP paradigm. IDP is a schema to upgrade a range of student support services like co-curricular, empirical research, sports, laboratories and recreation facilities. This IDP would definitely be a force to be reckoned with in the context of the betterment of this century old institution and empowering generations of women.

04/07/24.

PRINCIPAL

Principal

S.B. Women's (Auto) College

Cuttack

IDP Co-ordinator

EXECUTIVE SUMMERY

The institution aspires to become a centre of excellence for Women by making them understand, actualize and energize their inner potential to be self-reliant, confident, employable and socially responsible.

The college visualizes a future where women empowerment is a goal accomplished by helping students acquire a scientific temper in the process of learning, and strive for sound knowledge in the disciplines of Humanities, Science and Commerce, by providing inclusive education to all the section of students irrespective of caste, creed, religion, social status and mould them in a manner to face the extreme hardships of life, by transforming student into a balanced personality through a wide variety of curricular, co-curricular, and extra-curricular activities. It aims to promote academic exchange and academia-industry interface, indulging in quality research relevance for community and society and facilitate sustainable livelihood through skill-based education, internship, career counselling and placement assistance.

In achieving above goals, 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 prospective Institutional Development Plan contents four major parts. In Part A 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 proposed budget for prospective year along with the year wise allocation are;

Response (Financial Year – Wise)

Activities	2024-25	2025-26	2026-27	2027-28	2028-29	Total of 5 yrs
Infrastructure	112.27 (79.90%)	51.99 (61.25%)	43.47 (51.2%)	60.65 (55.2%)	68.64 (54.13)	12.79 (2.34%)
Research and development support	4.92 (3.5%)	6.93 (8.16%)	9 (10.6%)	11 (10.01%)	12.65 (9.98%)	12.79 (2.34%)
Faculty Development Support	13.37 (9.51%)	12.88 (15.17%)	14.4 (16.96%)	16.15 (14.7%)	17.41 (13.73%)	12.79 (2.34%)
Institutional reforms	0.13 (0.09%)	0.15 (0.18%)	0.18 (0.21%)	0.21 (0.19%)	0.4 (0.32%)	12.79 (2.34%)
Academic support	8.77 (6.24%)	11.37 (13.40%)	15.83 (18.64%)	18.8 (17.11%)	22.67 (17.88%)	12.79 (2.34%)
Others (Pl. Specify)	1.06 (0.75%)	1.56 (1.84%)	2.06 (2.43%)	3.07 (2.79%)	5.04 (3.97%)	12.79 (2.34%)
	140.52	84.88	84.91	109.88	126.81	**547**

I. Institutional Basic Information

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

Name of the Institution	**Shailabala Women's Autonomous College**
Address for communication	**Mission Road, Near Chandi Temple, Cuttack, Odisha 753001**
Website	**www.shailabalawomenscollege.ac.in**
Phone no.	**0671-2950373**
Email	**sailabala.womenscollege@gmail.com**

B. **Geographical Presence:**

Sl No.	Particulars	Response				
1	Geographic location of the college (*respond Yes in appropriate box*)	Rural	Urban	Peri-urban	Tribal	Any other
			YES			
2	Location of the college (*respond Yes in appropriate box*)	Coastal	Eastern	Western	Northern	Southern
			YES			
3	Name of the place	Mission Road, Cuttack				
4	Mention the approximate population the college is serving	50 Lakhs in undivided Cuttack district and other corners of the state.				

C. **Vision of the Institution:**

The College aspires to become a centre of excellence for Women by making them understand, actualize and energize their inner potential to be self-reliant, confident, employable and socially responsible. The college visualizes a future where women empowerment is a goal accomplished.

D. **Mission of the Institution:**

• To help the students acquire a scientific temper in the process of learning, and strive for sound knowledge in the disciplines of Humanities, Science and Commerce.

- To provide inclusive education to all the section of students irrespective of caste, creed, religion, social status and mould them in a manner to face the extreme hardships of life.

- To transform the student into a balanced personality through a wide variety of curricular, co-curricular, and extra-curricular activities.

- To create women leaders and to make them agents of social change.

- To promote academic exchange and academia-industry interface.

- To undertake quality research having relevance for community and society.

- To facilitate sustainable livelihood through skill-based education, internship, career counselling and placement assistance.

E. **Core Values of the institution:**

(For example – Integrity, Excellence, Creativity, Technological development, Economic Prosperity etc.)

- Women Empowerment through Quality Education

- Academic Excellence through Knowledge and Value Based Education

- High-quality education and research drives excellence in all aspects

- Transformational Learning and Holistic Development

- Promote skill development for placement and self-employability.

- Inculcate a sense of social and civic responsibility.

- Motivate students to keep the environment safe and green.

- Instil a desire for knowledge and technology update.

- Intellectual honesty and integrity.

- Inculcation of value system in students.

F. **Is the Institution having a Strategic Plan?**   **No**

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	1913
2	Name of the University to which the institution is Affiliated	Ramadevi Women's University Bhubaneswar
3	Year of Affiliation with University	2015-16
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	28.02.2017
2	Period of Autonomy granted	6 years
3	Current Autonomy status	Expired w.e.f June 2023
4	Plan for fresh Autonomy or extension or renewal	Under Process

M. Accreditation Details

Is the Institute accredited? (Yes/No)	YES	Period for Institution accredited	5 Years
Name of the Accreditation Body	NAAC	Current Accreditation (active/expired)	Expired
Year of last accreditation	2017	Current / Last Accreditation Grade	A
Rank in National Institute of Ranking Framework (NIRF) of the institute	NIL		

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?	• The code of conduct and code of ethics for students are uploaded on the website. • The students are made aware of the conduct during the induction program and also through mentor-mentee program. • Anti-ragging cell is ensuring a ragging free campus. • Posters and banners are displayed regarding various issues for sensitization and awareness. • Proper code of conduct, rules and regulations are strictly followed in the hostels. • The different categories of staffs are sensitized on the code of ethics from time to time through different programs and circulars.
2.	How are strategic plan contributing to the core values and principles of the institution?	• Strategic plans are designed to value a rigorous, student centric education, facilitation of employability and inculcation of social responsibilities. • The plans include cutting-edge curriculum, sustainability, accessibility, diverse and inclusive learning, skill-based courses etc.
3.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	• The curriculum is responsive to the diverse needs of students, the larger society, and even the global community. • Women studies, skill-based and value-added courses are offered to increase the employability.

Sl. No.	Particulars	Responses
		• "Ethics" is a part of the curriculum designed for the holistic development of students. • This curriculum intends to provide practical, easy-to-use applications for the widest range of faculty who would like to develop their students' citizenship skills by integrating civic responsibility concepts and practices into their courses. • Curriculum on Environmental Studies has been a part of each academic program to motivate students to keep the environment safe and green.
4.	How do the faculty and staff demonstrate and promote the core values of the institute?	• Highly qualified, diverse faculty of the institution promote critical thinking, engaged learning, research in a supportive learning environment. • The faculty and staff promote the intellectual, professional, social, and personal development of the students through innovations in learning, scholarship, and extension activities. • The faculties and staff are bound by certain set of principles and values set by the Government. • The faculty provide the students opportunities to analyse, evaluate, verbalise, synthesise, and apply their knowledge. • The staff members demonstrate professional competency and attitude.
5.	What are the yearly training programs, workshops, and seminars organized to enhance skills related to; (specify in details and add rows if necessary)	National, regional seminars, Webinars, Workshops and serial lecture series are arranged by different departments from time to time. **ANNEXURE I**
a)	Cultural Competence	Some programmes on Cultural Competence are organised to contribute towards making students become more culturally competent which include: • Valuing diversity • Having the capacity for self-assessment

Sl. No.	Particulars	Responses
		• Managing the dynamics of difference • Having institutionalized culture knowledge • Incorporating the above in all aspects of policy-making, administration, practice etc.
b)	Inclusive Teaching Practices	Workshop is conducted on Inclusive Teaching Practices to- • Provide students with a sense of belonging • Offer an open and welcoming environment • Promote active listening • Encourage participation • Actively work to combat biases • Focus on boosting and maintaining student motivation
c)	Ethical Leadership	The HEI plans to have a conference to discuss the issues like- • Role of education in inculcating values and ethics • Ethical values to promote leadership • Ethical decision making • Secular values and rationality • Spiritualism and management • Ethics in social welfare and social security
d)	Other values	
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 U.G and P.G programmes in different disciplines with student-centric teaching methods that contribute to a holistic development and well-being of the students. The Library is enriched with sufficient number of books which includes both journals and books for competitive examinations. The Institution has well equipped

Sl. No.	Particulars	Responses
		laboratories for practical subject departments, ICT enabled class rooms, wi-fi in campus, Residential facilities, Gymnasium, Playground and Canteen to ensure a productive learning environment.
		Personal growth and leadership qualities among the students is built by conducting Seminars, Workshops, Conferences, community level extension , outreach programmes & through NCC, NSS YRC, Sports ,Cultural activities and electing class representative for each class.
		Career counselling cell and placement cell in the institute remains in contact with the students to guide them in building up their career.
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?	Through community level extension programmes which preach and create awareness among the people about health & hygiene, environment restoration and demonstration of skill-based works like mushroom cultivation, preparing incense sticks and phenyls etc. for sustainable economic growth, with a focus on employment and skills .
8.	How does the institute communicate their core values and principles through social media, websites, and publication?	The institute communicates its core values and principles by publishing them on the website & through various social media platforms like-YouTube, Facebook, Instagram, Twitter and in college website time to time.

O. **Detail about Head of the Institution**

Name	Professor (Dr) Gayatri Biswal
Professional Position (Professor /Reader/ Lecturer)	Professor
Professional Responsibility (Regular / In-charge /Any other) (Pl. Specify)	Regular

Mobile Number	9437024174
Email Address	gbiswal16@gmail.com

P. **Detail about Nodal Officers of the institution**

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Dr Swapna Sankar Nayak	9437186228	swapnasankarnayak@gmail.com
IDP Associate Coordinator	Dr Moushumi Pattnayak	9668318300	pattnaikmoushumi@gmail.com
Academic Coordinator	Dr Bandana Pathak	9861156534	bp2020academic@gmail.com
Civil Works In charge	Dr Bikash Kumar Das	7077809636	bikashkumardas123456@gmail.com
Coordinator Financial Aspects	Dr Biswadas Mohanty	9437226586	sunumohanty5@gmail.com

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

SI. No.	Details	Response
1	No of IDP team member	12
2	Does the institute develop any IDP before (Yes /No)	No
3	Agency supporting for the IDP	
4	Duration of previous IDP (from …… to…….)	
5	Key aspects planed in previous IDP	
6	Major aspect(s) of previous IDP addressed the institution? (outcomes)	

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 admitted in the Academic year (2023-24)				No. of application received
						Boys	Girls	Total	Vacancy	
UG Arts										
1	BA(Anthropology)	36	32	Yes	Cycle 2,Grade-A		32		0	
2	BA(English)	36	32	Yes	Cycle 2,Grade-A		32		0	
3	BA(Sociology)	36	32	Yes	Cycle 2,Grade-A		30		2	
4	BA(Hindi)	36	32	Yes	Cycle 2,Grade-A		32		0	
5	BA(Urdu)	36	16	Yes	Cycle 2,Grade-A		10		6	4917
6	BA(Psychology)	36	32	Yes	Cycle 2,Grade-A		31		0	
7	BA/BSc(Home Science)	36	32	Yes	Cycle 2,Grade-A		25		7	
8	BA(Odia)	36	32	Yes	Cycle 2,Grade-A		31		1	
9	BA(Sanskrit)	36	32	Yes	Cycle 2,Grade-A		30		2	

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student admitted in the Academic year (2023-24)				No. of application received
						Boys	Girls	Total	Vacancy	
10	BA(History)	36	32	Yes	Cycle 2,Grade-A			30	2	
11	BA(Political Science)	36	32	Yes	Cycle 2,Grade-A			31	1	
12	BA(Mathematics)	36	16	Yes	Cycle 2,Grade-A			5	11	
13	BA(Economics)	36	32	Yes	Cycle 2,Grade-A			26	5	
14	BA(Education)	36	32	Yes	Cycle 2,Grade-A			32	0	
15	BA(Library Science)	36	32	Yes	Cycle 2,Grade-A			32	0	
16	BA(Philosophy)	36	32	Yes	Cycle 2,Grade-A			31	1	
UG Science										
17	BSc(Physics)	36	32	Yes	Cycle 2,Grade-A			32	0	
18	BSc(Chemistry)	36	32	Yes	Cycle 2,Grade-A			28	4	1200
19	BSc(Mathematics)	36	32	Yes	Cycle 2,Grade-A			26	6	

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student admitted in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
20	BSc(Zoology)	36	32	Yes	Cycle 2,Grade-A		32		0	2201
21	BSc(Botany)	36	32	Yes	Cycle 2,Grade-A		30		2	
22	BSc(Computer Science)	36	32	Yes	Cycle 2,Grade-A		31		1	505
23	BSc(ITM)	36	64	Yes	Cycle 2,Grade-A		64		0	120
UG Commerce										
24	BCom	36	128		Cycle 2,Grade-A		128		0	791
PG Program										
25	MA(Sociology)	24	32	Yes	Cycle 2,Grade-A		32		0	248
26	MA(Sanskrit)	24	48	Yes	Cycle 2,Grade-A		47		1	476
27	MA(Psychology)	24	32	Yes	Cycle 2,Grade-A		32		0	194
28	MA(Pol.Sc.)	24	32	Yes	Cycle 2,Grade-A		32		0	619

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student admitted in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
29	MA(Philosophy)	24	32	Yes	Cycle 2,Grade-A		30		2	176
30	MA(Odia)	24	48	Yes	Cycle 2,Grade-A		48		0	969
31	MA(Library Science)	24	16	Yes	Cycle 2,Grade-A		16		0	68
32	MSc (Home Science)	24	48	Yes	Cycle 2,Grade-A		45		1	205
33	MA(History)	24	32	Yes	Cycle 2,Grade-A		32		0	390
34	MA(Hindi)	24	32	Yes	Cycle 2,Grade-A		27		5	136
35	MA(English)	24	32	Yes	Cycle 2,Grade-A		32		0	326
36	MA(Education)	24	32	Yes	Cycle 2,Grade-A		32		0	705
37	MA(Economics)	24	32	Yes	Cycle 2,Grade-A		30		2	343
38	MSc(Physics)	24	16	Yes	Cycle 2,Grade-A		15		1	373
39	MSc(Chemistry)	24	16	Yes	Cycle 2,Grade-A		15		1	363

Sl. No.	Program/ Course	Course Duration (In month)	Sanctioned intake	Whether eligible for Accreditation (Yes/No)	Accreditation Cycle wise Details	Student admitted in the Academic year (2023-24)				
						Boys	Girls	Total	Vacancy	No. of application received
40	MSc(Mathematics)	24	16	Yes	Cycle 2,Grade-A		15		1	235
41	MSc(Zoology)	24	16	Yes	Cycle 2,Grade-A		16		0	725
42	MSc(Botany)	24	16	Yes	Cycle 2,Grade-A		16		0	531
43	MSc(Computer Science)	24	16	Yes	Cycle 2,Grade-A		3		13	81
44	MBA	24	96	Yes	Cycle 2,Grade-A		61		35	89
45	MSW	24	64	Yes	Cycle 2, Grade-A		13		51	18
46	MCOm	24	96	Yes	Cycle 2, Grade-A		18		78	30
Teacher Education										
44	B.Ed	24	50	Yes	Cycle 2, Grade-A		50		0	

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

Total Sanctioned strength	Faculty in Position				Teacher Student Ratio
	Regular	**488 faculty**	**662 faculty**	**Others (contractual + Guest)**	
110	**84**	**-**	**-**	**58**	**1:21**

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

SI. NO.	Department	Total Sanctioned Strength	Professors			Associate Professors/ Readers			Assistant Professors/ Lecturer			Demonstrators/ Lab Attendants/ Store keeper	Total Faculty Strength	Vacancy	No. of Teaching Staff with - Doctoral Degree R*
			R*	C*	G*	R*	C*	G*	R*	C*	G*				
1	PRINCIPAL	1	1												1
2	ANTHROPOLOGY	3							3			1	4	0	2
3	BOTANY	6							6		1	3	10	0	2
4	CHEMISTRY	7							7			3	10	0	5
5	COMMERCE	2							2		3	0	5	0	0
6	COMPUTER SCIENCE	4							2		3	1	6	0	1
7	ECONOMICS	5							3		3	0	6	0	1
8	EDUCATION	5	1						2		3	1	6	0	3
9	ENGLISH	7							4		3	0	7	0	3
10	HINDI	4							1		3	0	4	0	1
11	HISTORY	5							3		1	0	4	1	2
12	HOMESCIENCE	9				1			4		3	1	9	0	2
13	LIBRARY SCIENCE	3							3		1	0	4	0	0
14	MATHEMATICS	5	1						4		1	0	6	0	4

15	ODIA	6							6	1	0	7	0	6
16	LOGIC &PHILOSOPHY	4							3	3	0	6	0	2
17	PHYSICS	6							5	1	2	8	0	3
18	POLITICAL SCIENCE	4							3	3	0	6	0	2
19	PSYCHOLOGY	5							5	1	1	7	0	4
20	SANSKRIT	5							1	4	0	5	0	1
21	SOCIOLOGY	2							2	3	0	5	0	0
22	URDU	3							-	1	0	1	0	0
23	ZOOLOGY	6							5		3	8	0	2
24	BEd	4							5	2	1	8	0	1
25	ITM	0								5	0	5	0	0
26	MSW	0								3	0	3	0	0
27	MCOM	0								2	0	2	0	0
28	MBA	0								4	0	4	0	0

D. **Administrative Structure**

Sl. No.	Indicator	Response
1.	What is the current administrative structure within the institution? (May be a structural diagram attached)	A structural diagram is annexed below.
2.	How are administrative departments and units organized and coordinated?	The HoDs of teaching departments and the OiCs of different co-curricular and extra-curricular associations/societies are the controlling officers at unit levels. They report directly to the Principal. The decisions of HoD meetings, Staff councils are implemented by different bursars.
3.	How are decision-making and authority delegated within the administrative structure?	Various decisions are made by the staff council, IQAC, Academic council, Finance committee and Governing body in that order. The executive authority lies with the Principal who has delegated some authority to 1. Administrative bursar for matters related to the establishment, 2. Accounts bursar for financial matters, 3. Academic bursar for matters related to the academics, 4. Legal bursar for legal affairs and 5. HoDs for matters related to the respective teaching departments, etc.
4.	What are the process/ mechanisms followed to ensure coordination and collaboration among different administrative units?	The Head of the departments look after the various administrative and academic aspects of their respective teaching departments. These are directly supervised by the principal. The establishment matters, accounts and

		academic affairs are dealt with by the respective bursars. Issues related to various policies are discussed in joint meetings with the principal and all bursars. Each administrative department has its own setup but works in a collective way.
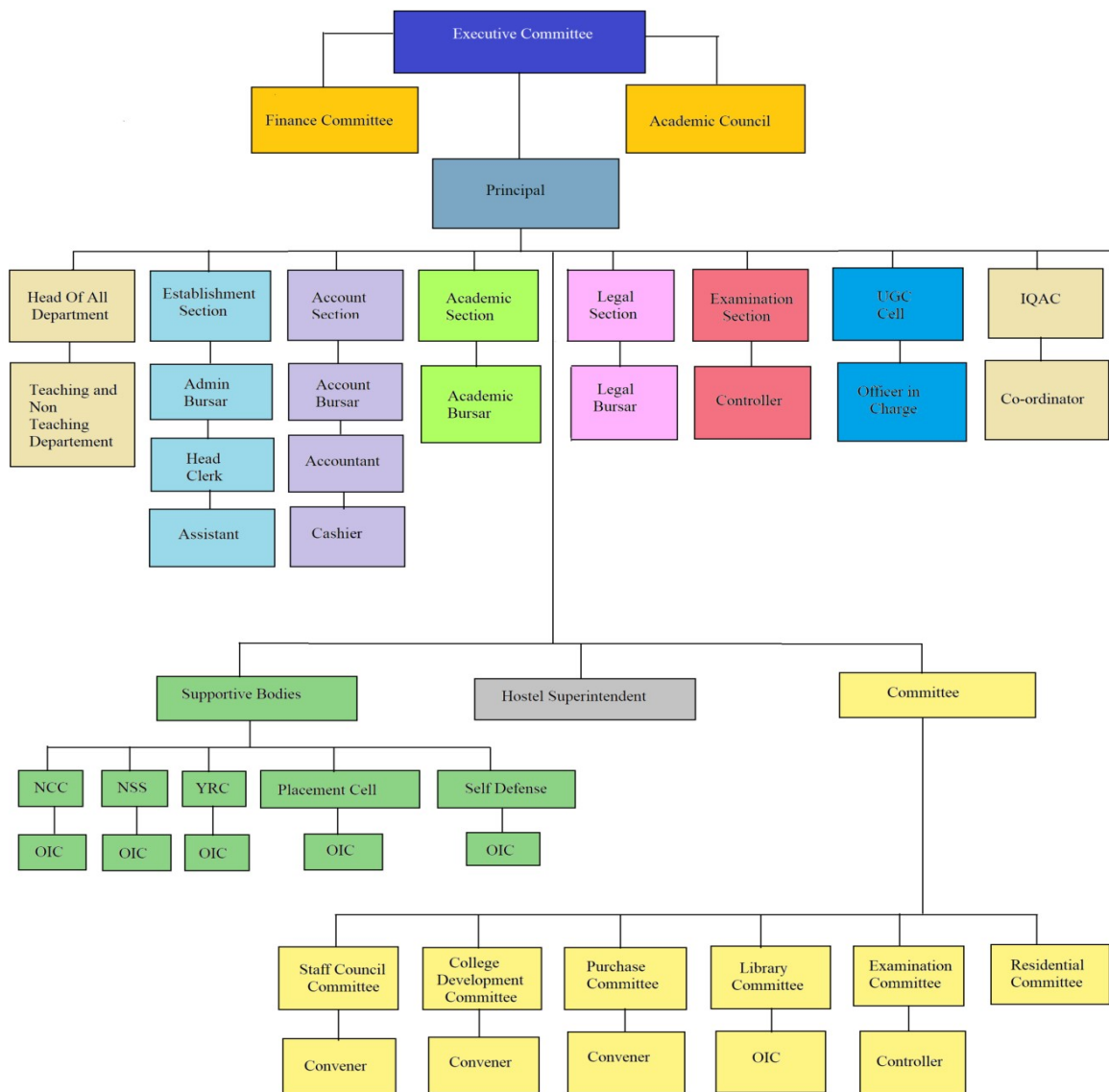
E.
Role of Students in Administrative Structure

Sl. No.	Indictor	Response
1	How students are represented in the administrative structure of the institution?	The college endeavours to include the students in all forms of administrative, co-curricular and extracurricular activities so as to ensure their all-round holistic development. The students' representative cell, comprising of selected students' representatives, actively engages and works in tandem with the institution acting as a bridge between the rest of the students and the administration.
2	How are the student representatives or committees involved in decision-making processes?	Every year the students' representative cell initiates and participates in every college activities such as cultural, games and sports, literary, social service and other extra-curricular activities etc. They participate in chalking out the plan, budget as a part of the advisory committee for these programmes. The student members in IQAC, RUSA, Grievance cell, etc. actively participate in policy and decision making. The Seminar secretary and Assistant secretary of different teaching departments organise and conduct seminars and other co-curricular activities.
3	What mechanisms are in place to ensure student input and perspectives are considered in administrative matters?	The student inputs on curriculum and other matters are obtained through different modes like student's feedback and student satisfaction survey conducted by the IQAC. These are placed in the BoS, Academic council and other statutory bodies for consideration.

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	Any	Annual	Choice	Any other

		Based Credit System (CBCS)	other (Pl. Specify)		Based Credit System (CBCS)	(Pl. Specify)
UG(Arts)		Yes			Yes	
UG(Science)		Yes			Yes	
UG(Commerce)		Yes			Yes	
PG		Yes			Yes	
B.Ed	Yes			Yes		
ITM	Yes					semester
MSW	Yes					semester
MBA	Yes					semester
MCom	Yes					semester

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	383	333	87%*	
PG	280	248	89%*	
Any other (B.Ed)	50	50	100%	

*The reason for relatively low percentage may be due to medical and personal reasons. However all clear their back papers in subsequent years.

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	1st year	2nd year	3rd year	1st year	2nd year	3rd year
Arts			210			176			84%
Science			143			130			90%

Stream	No. of student						Pass percentage		
	Appeared in exam			Passed in exam			1st year	2nd year	3rd year
	1st year	2nd year	3rd year	1st year	2nd year	3rd year			
Commerce			30			27			90%
Total (all stream			383			333			87%
B.Ed		50			50				100%

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
Economics	32		16		10		63%
Education	32		16		16		100%
English	32		15		15		100%
Hindi	32		16		16		100%
History	32		13		10		77%
Home Science	48		41		36		88%
Odia	48		46		44		96%
Philosophy	32		15		15		100%
Political Science	32		27		23		85%
Psychology	32		15		14		93%
Sanskrit	48		46		37		80%
Sociology	32		14		12		86%

III. Student Details

A. Total student strength in the institution

Programme	Total	Boys	Girls	Gen.	SC	ST	OBC	Muslim Minority	Differently-Able
UG	1929		1929	477	468	440	370	141	33
PG	891		891	264	200	162	241	20	04
Any other B.Ed.	96	0	96	66	13	16	00	00	01
Total	2916		2916	807	681	618	611	161	38

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							
2	SC Student							
3	ST Student							
4	OBC Student							
5	Minority Student							
6	Physically challenged student							
7	Total Boys	NA						
8	Total Girls	NIL						
9	Total student dropout rate in the last year							

C. **Average Dropout rate (in percentage)**

Course	Academic year			
	1st year	**2nd year**	**3rd year**	**Total**
UG Arts				NIL
UG Science				NIL
UG Commerce				NIL
PG (all subjects)				NIL
Diploma courses				NIL
Certificate Courses				NIL

D. **Student's Class Attendance**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	The daily students' attendance is taken in each and every class in their respective departments.
2	Are there established systems or mechanisms in place to record and monitor attendance? Details about the System or mechanism.	The attendance of students is usually recorded on roll call registers in each period by each teacher. The attendance report is sent to higher authorities on a monthly basis. As per rule, each student must have a minimum of 75% attendance, to appear at the semester examinations. She will not be allowed to appear if her attendance is less than 60%. Students with more than 60% but less than 75% have to produce medical certificates to condone.
3	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Counselling meetings are held for students with low attendance by their respective mentors, and whenever necessary, information is sought from and/ or sent to their parents.

E. Student Absenteeism

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student absenteeism?	Through daily attendance and absence reporting systems
2	What are the common reasons for student absenteeism within the institution?	Usually on medical grounds
3	Have there been any efforts to analyze and understand the root causes of students' absenteeism?	Through mentor-mentee program, parent-teacher meeting and counselling of students.
4	How does the institution involve parents or guardians in addressing student absenteeism?	Through parent teacher meetings

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?	Ragging in any form is strictly prohibited. If any incident of ragging comes to the notice of the authority, the student is given the opportunity to explain, and if her explanation is not found satisfactory, the authority might even be expelled from the institution. A Committee has been constituted to ensure a campus free from sexual harassment, casteism, communalism or violence in any form. Disfiguring/ Damaging institutional property is strictly forbidden and punishable.

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?	Committees like Prevention of sexual harassment cell, Anti ragging cell, Student's Grievance cell, Disciplinary committee have been developed and are working in their respective arenas.
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	By making the learning relevant. Creating a code of conduct. By conducting meetings like *Yuva-Sanskar*, Mentor-Mentee, etc., where the students are boosted by the positive energy of the teachers. By organising adequate social-emotional learning programmes to inculcate the value of culture.
5.	How does the institution encourage students to take responsibility for their actions and engage in self-discipline?	By implementing a well-structured course curriculum and encouraging massive participation of students in different activities functioning under the administration of the institution like NSS, NCC YRC Sports, Cultural, Social activities, Yoga etc.
6.	How are faculty, staff, and administrators trained to implement disciplinary interventions effectively?	Faculty, staff and administrators undergo essential training through various training programmes like FDPs, Orientation programmes conducted by Human Resource Development Centres, under the Government of Odisha and the Government of India. Program officers of NCC, NSS and YRC are trained by different administrative bodies like Ministry of Defence, Government of India., Ministry of Youth & External Affairs, Ministry of Health & Family Welfare, and the Government of Odisha, from time to time.

G. **Co-curricular Activities (Year ………)**

SI. No.	Particulars	Number
1	Societies/ Clubs operational	15
2	Students participate in inter-college competitions	21
3	Students participate in international competitions	0
5	Students participate in Interstate competitions	0
6	Frequency of Annual function/ Fest	Once in a year
7	Average Media publication of student/ faculty activities per year	200
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	NIL

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

Sl. No.	Activity	Number	Sl. No.	Activity	Number
1	Debate	3	7	NCC	5
2	literary	6	8	NSS	28
3	art & craft	6	9	Scout and Guide	
4	exhibition	1	10	Youth Red Cross	9
5	Swachh Bharat Mission	4	11	Any other (Pl. Specify) Rangers	1
6	Blood Donation Camps	3			

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?	• Vocational skill course like methods and Technique of fruits and vegetable preservation is incorporated under B.Ed programme to enable the students with employable skill. • Courses like ethics and values, disaster management communicative English, quantitative and logical thinking have been incorporated as compulsory subjects in UG curriculum. • Gardening & lawn care, fashion accessories soil & water analysis, pedagogical skill in education, creative writing skill, e-filing, IT & GST, basic Lab-Technician course, stress management, are skill development courses(non-credit) in PG level which emphasize practical skills over theoretical knowledge. • GE courses like Botany Zoology, physics, Education, Psychology, Economics etc. in UG level and Environmental Science Computer Application, Nutrition across life cycle etc are included as open elective in PG Curriculum to explore variety of topics and tailor their educational experience for specific goals and aspiration.
2.	What proportion of the curriculum is dedicated to these skill-building components?	Around 20% of the curriculum is dedicated to 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?	Vocational skills, life skills, and elective courses equipt the students with practical skills and hands on experience those making them career ready and highly employable

Sl. No.	Particulars	Responses
4.	How the outcomes are associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	By conducting a questionnaire-based survey before and after the course. By testing demonstration skill of the students.

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?	9	11	10	14	15
2	Frequency of mentor mentee interaction per month	1	1	1	1	1
3.	Are there any feedback mechanism in place?	Yes	Yes	Yes	Yes	Yes
4	How do the improvement mapped?	• Analysis of feedback • Analysis of result • Implementation of RPM method to identify the slow and fast learner				

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?	Basketball, Hockey, Cricket (Blind), Table Tennis, Athletics, Hand Ball, Carrom. Puchi and 100 mtr walking for special able students.

		Facility	Availability	Availability of materials
3	Sports facilities available in the premises	Gymnasium	Yes	Ex cycle with hand rowing Gym ball Ab machine Manual jogger Tread mill Stepper Recumbent Bike Leg Massager Orbitrack Elliptical trainer Rowing machine Slim trim jonnex Multigym 16 station Upright Bike Dyal Twister Muscle Master
		Cricket field	No	Cricket equipment, bat, mat, ball
		Foot ball	Under Renovation	Ball
		Volley ball	No	Ball, net
		Basketball court	No	Ball
		Kabadi	Yes	
		Kho-Kho	Yes	Field with pole
		Hockey	Yes	Hockey stics,balls
		Badminton	Nil	Racket, Cork
		Table tennis		
		Chess	Yes	Chess Board, Dot
		Carrom	Yes	Carrom Board, Dot, Boric

				Powder
		Athletic		

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	NA	NO	NA	NO
2	Number of students admitted through		NO		NO
3	Percentage students admitted through		NIL		NIL

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		150
2	Average number of students participating in Inter-state sports competition per year		15
3	Average number of students participating in National sports competition per year	0	10
4	Average number of students participating in international sports competition per year		01
5	Number of students won medals in sports in the last year		15
6	Number of students participated in college Annual Sports	0	500

N. Student's Aid Fund

Sl. No.	Particulars	Response

1.	Total budget allocated for student's aid by the institution?	NA		
2.	How is information about student aid made available to students?	Online/	Offline/	Any other means please specify
3.	What criteria are used to assess eligibility for different types of financial aid?	Eligibility for financial allowance is based on merit, annual income, caste, religion, physically handicapped and for construction labourers.		
4.	Number of students currently receive financial aid from the institution?	Boy		Girl
		NA		
5.	Are there specific initiatives to promote diversity and inclusion within the student aid program?			

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?	The Students' Activity Centre is equipped with various amenities and features to cater to the diverse needs and interests of students. It houses a Photography Club, providing a platform for the students to showcase their talents in photography. Additionally, the *Prakrutimitra* Club aims to engage students in fostering a green environment on campus. Outreach programs are organized to involve students in social service activities which promote the development of good citizen behaviour. The institution also features a Language Lab dedicated to enhancing the communication skills of students. Recognizing the importance of physical well-

		being, the facility includes a gym for students to maintain their physical fitness.
2.	What types of programs and activities are offered within the student activity center?	The Students' Activity Centre is a hub for a comprehensive college experience, offering diverse programs and activities. The Photography Club provides a creative platform for students to express their artistic talents. The *Prakrutimitra* Club fosters environmental responsibility, encouraging students to contribute to a green and sustainable campus. Beyond creative and environmental initiatives, the centre organizes outreach programs, instilling a sense of civic responsibility and good citizenship. The Language Lab reflects the institution's commitment to improving students' communication skills, vital for personal and professional success. The inclusion of a gym underscores the importance of physical well-being, promoting a healthy lifestyle for the overall wellness of the student.
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	The Students' Activity Centre fosters a holistic approach to student development by combining creative expression, environmental awareness, community engagement, language enhancement, and physical fitness. Through these multifaceted opportunities, students are encouraged to explore their interests, develop essential skills, and contribute positively to both their personal growth and the wider community.

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, however a student representative cell is working with a group of nominated students
2.	What is the composition of these bodies in terms of representation from different student groups and demographics?	Students are nominated mostly on merit basis
3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	The student representatives participate in various decision-making bodies like IQAC and department seminars
4.	How are the student-elected bodies held accountable for their actions and decisions?	They may be debarred from the examinations and may not be issued CLC.

Q. **Placement Details**

Sl. No.	Total no of students who availed the internship/Career guidance opportunity (2022)	Total no. of students who got the pre-placement offer (2022)	Average % of students getting placed per year	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	890	48	5.4%	16500	30000	6000

ANNEXURE II

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 institution has a very active alumni committee. The institution also encourages and enables former students to take active interest in the Welfare of Alma Mater with special focus on Social justice and equal opportunities for all. Both the alumni association and the institution work hand in hand to foster benefits for the students and the institution as whole. From organising welfare activities for students to outreach programs, the association has been actively involved.
2.	How does the institution foster networking opportunities among alumni and current students?	The main objective of the association is to promote friendly relations between the former and present students and teachers of the institution. The institution fosters an environment that encourages former students to actively engage in the well-being of their Alma Mater, placing special emphasis on promoting social justice and ensuring equal opportunities for all. To foster the bonding between alumni and current student distinguished alumni from various departments are regularly invited as speakers to provide current students with opportunities to interact with them and glean insights from their paths to success.
3.	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	Yes, The institution cultivates a supportive atmosphere, urging former students to actively participate in the welfare of their Alma Mater. To strengthen the connection between alumni

		and current students, the institution frequently invites accomplished graduates from diverse departments as speakers. This initiative offers current students valuable chances to engage with these distinguished alumni, allowing them to gather insights and inspiration from the guests; journeys to success. Through these interactions, students gain first and insights into the journeys of these accomplished individuals, learning about the challenges they faced, the strategies they employed, and the lessons they learned on their paths to success. Such interactions foster a sense of inspiration and mentorship, bridging the gap between past and present members of the academic community.
4.	How often are alumni meetings or events organized by the institution?	The Alumni Association's commitment to fostering connections and supporting the college community has been exemplified through events like the annual Alumni Meet. All the meetings of the association are conducted at the institution. The association has also been holding meetings from time to time to plan on activities like outreach camps, holding competitions and extramural lectures and so on throughout the year.
5.	What activities and events are organized during alumni reunions and homecoming celebrations?	The Alumni Association along with the institutional collaboration has been actively engaged in a diverse range of activities over multiple academic sessions, focusing on academic, social, and community-oriented initiatives including organizing various competitions, seminars, and awareness

		programs on topics such as sleep therapy, mountaineering, and cybercrime. Financial assistance was provided to deserving students and staff members in need, showcasing a commitment to the welfare of the college community. Despite the challenges posed by the COVID-19 pandemic in the 2020-2021 sessions, the association still managed to contribute by organizing a plantation program and supporting a student facing economic challenges. In subsequent sessions, the focus shifted towards environmental awareness through plantation programs and online engagement with the alumni community. Notably, efforts were directed towards women empowerment and entrepreneurship, with distinguished alumni contributing through seminars and training programs.
6.	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	The institution takes pride in recognizing and celebrating its renowned alumni who have achieved notable success in their respective fields. A key aspect of this recognition involves regularly inviting distinguished alumni from various departments to serve as speakers on various occasions. These events serve a dual purpose – not only do they provide a platform for the alumni to share their experiences and insights with the current students, but they also symbolize the institution & acknowledgment and celebration of their achievements. Furthermore, the institution website also serves as a platform for acknowledging and regularly updating the

		achievements of its distinguished alumni, showcasing their successes as a form of recognition.

IV. Infrastructure Details

A. Classroom

Sl No.	Parameters	Yes / No	Number
1	Availability of classrooms	Yes	65
a)	164 seated	Yes	1
b)	64 seated	Yes	36
c)	16 seated	Yes	21
2	Availability of Smart Classroom	Yes	4
3	Availability Tutorial classroom	Yes	2
4	Availability Seminar room	Yes	1

B. Laboratory

Sl. No.	Parameters	Yes / No	Number
1	Does the college have computer lab?	Yes	2
2	Does the college have laboratories for each course of UG?	Yes	7 (Science) 3 (Arts)
3	Do the laboratories have sufficient equipment for students? (Yes / No)	Yes	

C. Library Facility

Sl. No.	Parameters	Yes	No
1	How many libraries are available in the Institution premises? (in number)	Yes (01)	
2	Is the library system computerized? (Yes /No)	Yes	
3	Is the library accessible by differently able students? (Yes/No)	Yes	

Sl. No.	Parameters			Yes	No
4	Are there separate faculties/ students/ staff for management of library? (Yes/No)			Yes	
5	Does the library have a lending facility? If yes, what is the timings for it?			Yes(10 A.M-5P.M)	
6	What is the library opening hours?			7Hrs	
7	What is the sitting capacity of each library?			102	
8	What is the annual budget for the library	Books	Journals/ Periodicals	Any other (Pl. specify	Total

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

Sl. No.	Parameters	UG				PG		
		1st Yr	2nd Yr	3rd Yr	Total	1st Yr	2nd Yr	Total
1	Number of reference books							1757
2	Number of e-books reference books							195809 (N-list)
3	Number of journals and e-journals available							269(Print journal)
4	Number of e-journals available							6293 E-journal
5	Number of audio books, CDs etc. available							NIL

The college plans to increase the stock of reference books by utilising RUSA funds allotted for the purpose. The state level grants for purchase of books will be pooled for procuring reference books. At least 15 numbers of reference books per department shall be added each year. Print journals shall be increased in the same way.

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
			6
3	Accommodation capacity		1042
4	Hostel occupancy ratio		1:1
5	Does the hostel have facilities like		
a)	Dining area		Yes
b)	common room		Yes
c)	Canteen		Yes
d)	Sports room		
e)	Gymnasium		
f)	Any other (Pl. specify)		
6	Does the hostel have washroom facility?	common	attached
		Yes	
7	What is the dependency on washrooms	Boys	Girls
a)	Per floor (average)		18 Avg
b)	Washroom ratio for hostellers		5:1
8	How many times does the hostel and washrooms get cleaned? (Per day)	Twice	
9	Is the hostel accommodation accessible to differently-able students?	Yes	
10	How are the hostel mess managed?	By mess committee comprising of boarders and manager.	
11	What is the process for managing the hostel accounts?	DCR, Cash Books are maintained and are verified	

Sl. No.	Parameters	Response
		by the Accountant, Asst.Superintendent,and finally by Superintendent.(approved by Principal)

F. **Canteen Facility**

Sl. No.	Parameters	Response
1.	What are the operating hours of the canteen?	7.30 am – 6.00 pm
2.	How do you rate the cleanness of the canteen in a scale of 1 as (bad) and 5 as (good)	4
3.	How would you rate the quality of food provided in the canteen in a scale of 1 as (bad) and 5 as (good)	4
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?	Accounts training by the Govt.
2	Are there training programs, workshops, or certifications available to enhance their skills and knowledge?	The institution plans to conduct 02 numbers of skill oriented training programmes per year.
3	How effective is communication between technical and non-technical staff within the institution?	Good
4	Are there opportunities for career advancement and growth within the institution for technical and non-technical staff?	Promotional aspects lie with the Government.

H. **Extra Facilities**

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

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	03	24.12 lakh	24.12lakh	03		No
2	Number of small research initiatives	01	4.22 lakh	4.22lakh		01	Yes
3	Number of Odisha University Research Innovation and Incentivisation Plan (OURIIP)	01	4.22 lakh	4.22lakh	No	Yes	Yes
3	Number of interdisciplinary projects						
4	Total number of industry sponsored projects						
5	Number of student research projects						
6	Number of faculty research projects	1.DST, Odisha 2. DST, Odisha 3. ICSSR	1- 8.36 lakh 2- 9.56 lakh 3- 6.2 lakh	1- 8.36 lakh 2- 9.56 lakh 3- 6.2 lakh	Yes	No	No
7	Number of research						

	Project taken up by the institution						
8	Any other, please specify						
	Total						

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?	• Faculties receiving research funding from agencies like ICSSR, New Delhi, Department of Science and Technology, Govt. of Odisha, Seed fund OURIIP(Odisha State Higher Education Council, Govt. of Odisha, Bhubaneswar) • Publication of research papers in UGC care journals along with Book Chapters and books in reputed published volumes.
2.	How does the institution track and measure faculty publications?	Faculty publications are measured and tracked through Scopus, Web of science, Pubmed and Google scholar portals.
3.	How is the citation index of faculty publications measured and evaluated?	Citation index of faculty publications are measured and evaluated by H-index utilizing citation analysis.
4.	What methodologies or databases are used to assess the impact of faculty publications?	Minimum 10 citation of each publication by i-10 index through Google Scholar.
5.	What are the specific target benchmarks or goals set for citation index and impact factors?	Cite score i.e. average number of citations to recently published articles.
6.	What mechanisms are in place to encourage co-authorship and research partnerships?	A research advisory committee has been made which investigates, evaluates and foster the faculty members for co-authorship and research partnership.
7.	Workshops, seminars, or writing retreats offered to support faculty in publishing research findings.	NO Proposal submitted by IQAC to the Finance committee.
8.	How does the institution promote	By organising various National &

	the sharing and dissemination of faculty publications within the scholarly community?	International Conferences, Workshop, Symposium etc.
9.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	Proposal has been submitted for open access of the published journals, however they can be accessed through D.O.I list/UGC care list/Scopus list.
10.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	By felicitating faculty members on Annual Day

C. **Innovation/ Incubation**

Sl. No.	Details	Type of Innovation Process/ Incubation Centre		
		National	**International**	**Commercial**
1	Number of Innovation Process	The HEI plans to set up a new incubation center to deliver professional expertise in Boutique enterprises.		
2	Incubation Centre completed by last year (2022)			

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	3		14	4		
2	National	2		20	10		
3	State	7		60	30		
4	University						
5	Workshop	10					

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							
2								
3								

VI. Financial Details
A. Total Income

Sl. No.	Category/ Head	FY 2022-2023 (Budgeted)	FY 2022-2023 (Actual)	FY 2021-2022 (Actual)
		Grants: National		
1	UGC	NIL	NIL	NIL
2	Distance Education Council	NIL	NIL	NIL
		Other Grants		
3	Grants received from State Government	38,06,05,876	37,75,07,248	1,13,11,225
4	Grants received from other bodies	NIL	NIL	NIL
5	Donation	NIL	NIL	3,65,000
6	Tuition fees	NIL	NIL	NIL
7	Other fees	NIL	22,35,589	33,62,531
8	Interests	NIL	22,272	3,216
9	Sale of application forms	NIL	NIL	NIL
10	Others (Please specify)	NIL	NIL	NIL

B. Total Expenditure

Sl. No.	Category/ Head	FY 2022-2023 (Budgeted)	FY 2022-2023 (Actual)	FY 2021-2022 (Actual)
1	Salary, allowance and retirement benefits	15,10,22,000	15,26,87,898	13,10,12,655
2	Buildings (Construction and Maintenance)	35,67,39,500	35,67,39,500	3,32,600
3	Library	1,00,000	30,610	44,000
	Laboratory	6,00,000	15,25,020	65,000

Sl. No.	Category/ Head	FY 2022-2023 (Budgeted)	FY 2022-2023 (Actual)	FY 2021-2022 (Actual)
4	Scholarships	NIL	NIL	NIL
5	Research and Development	6,23,418	5,22,000	3,17,083
6	Sports	32,060	32,060	28,340
7	Other expenses	6,88,555	6,88,555	NIL

C. **Account and Audit status**

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

PART – B

VII.   SWOC Analysis

A. **Strengths**	B. **Weaknesses**
1. Heritage Status: As a century old institution developed to the cause of higher education for women, this college enjoys high reputation. As the Mother Women's College of the State, it attracts students from all parts of Odisha. It has a very strong alumni base in every walk of life. This is source a source of inspiration and motivation for the present students.	1. Inadequate Non-teaching supportive staff due large scale vacancy (more than 50%) is a hindrance for achieving excellence.
2. Glorious Past: The College having secured 'A' Grade in the last 2 accreditation cycles has created a competitive culture among all its stake holders and there is an urge for excelling.	2. Adequate space for expansion is a short-coming.
3. Academic Diversity: The College offers a wide range of courses under faculties of Science/Arts/Commerce. The College is a pioneer in offering courses like MSc Home Science and Library Science, the first to do so in the state.	3. Placement and industry academia interface is a weak link.
4. Research Orientation: The College is slowly but surely reviving its research culture and promoting experiential learning through all its activities, curricular, co-curricular, and extra-curricular.	4. Limited Research culture and inadequate financial support from Government.
5. Hostel & Boarding: To cater the boarding needs of students from across the state in all categories, physically challenged, adequate dedicated hostels are built in the campus. About 1000 numbers of boarders are accommodated in those well-equipped hostels	5. There is a difficulty to track all the alumnae of the college.

C. **Opportunities**	D. **Challenges**
1. Presently 19 PG program are attended including 6 in science. Earlier 12 PG courses under humanities and social sciences were offered. This has created opportunity for offering of Ph.D program in the entire 19 subjects program. The faculty members have also an opportunity to become PhD superiors.	1. Filling up vacancy.
	2. Skill orientation in the curriculum with a new orientation to ensure placement opportunity.
2. Strengthening industry Academic collaboration for placement at students and promotion culture.	3. Renewing the conventional courses with a new orientation to ensure placement opportunity.
	4. Complete automation of the EMS/office process/Library.
3. There is a scope for a campus with modern amenities.	
4. Scope for introduction of professional courses to improve employability of our students.	
5. Scope for up gradation to an unitary university status.	

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

PART – C

VIII. Need Assessment
A. **Curriculum Excellence**

Sl. No.	Particulars	Response
1	When the curriculum was updated last?	10/07/2023
2	How frequently (time duration) the updating is done?	However, revisions to the existing course and addition of value added and skill enhancement courses to different programs are taken up before the commencement of each academic year.
3	Does the curriculum help the students in	
a)	Skill development	Yes, at present there 19 numbers of skill enhancement courses functional in all the P.G Department at UG level skill enhancement course (SEC) is offered in the 3rd and 4th semester in 23 UG Departments.
b)	Personality development	Certain courses in some programmes teach about personality development of students. The course 'Ethics' is a part of curriculum of all programmes in all semesters which is exclusively meant to enhance the overall personality of students by making them humane and empathetic.
c)	Enhancing Employability	Yes, the courses are of the CBCS pattern and well mapped according to local national and international needs which suffices the employability requirements. Besides, the value-added and skill based courses certainly boost the opportunity for employability.

			2022 – 23	2021 - 22	2020 - 21
d)	Generating interest among students for learning higher course	Yes, the present curriculum enables students to make sense of lives and the world around them. Individuals use curriculum with varying degrees of intentionality to interpret events, to deepen their understanding of what they learn and who they are as learners, and to create a shared experience for teaching and learning.			
e)	Any other, Please Specify				
4	No. of total application received during last three		2022 – 23	2021 - 22	2020 - 21
a)	for UG programs		14930	10934	10390
b)	for PG programs		6932	4719	8736
5	Students' progression rate for higher studies				
a)	for UG programs		139	204	130
b)	for PG programs		13	11	04

		UG level	PG level
6	Mention the top five programs opted by the students	Zoology	Zoology
		Political Science	Botany
		Odia	History
		Education	Physics
		Botany	Chemistry

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**
	UG(Arts)	1:0.775	1:0.91	1:0.88
	UG(Science)	1:0.92	1:0.8	1:0.77
	UG(Commerce)	1:0.83	1:0.97	1:0.94
	PG	1:0.93	1:0.97	1:0.99
	B.Ed	1:0.92	1:1	1:1
	ITM	1:0.33	-	-
	M.Phil	-	1:0.17	1:0.17

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.	The teaching learning method of this HEI involved techniques to help students easily achieve the learning outcomes. The students are exposes majorly to the traditional method of chalk and talk as well project assessment method besides IT enabled learning is actually encouraged through the virtual classrooms(04). Further experiential learning is not only adopted in practical department but by all departments where students explore and experience and learn through industry visits, study tours and other academic outreach programmes and workshops.
2	Whether practical orientation in relation to teaching learning system	Yes, students are provided with hands on

Sl. No.	Particulars	Responses
	is given to students?	experiences for preparing PPTs, writing a project, doing field work, weekly classroom seminar presentation encourages the students to participate in National and International seminars.
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study and Simulations etc.) used for teaching students?	Power point presentation, Demonstration, Field study and Case study methods are primarily used for teaching students.
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.	Yes there are regular industry-academia interactions for the benefit of students.
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc.) that are adopted in the institutes?	The innovative teaching practices include imparting the curriculum through Smart classrooms, Virtual classrooms; Projectors are used by various departments to conduct the classes effectively.
6a.	Does the Institute have the practice of collecting feedback from students? (If yes, what process is followed)	Yes, the HEI collects students' feedback. They are asked to fill up the forms either in hard or in Google forms.
6b.	Does the institute implement the suggestions from students' feedback for improving pedagogy?	The feedback collected are analysed after which suggestion and recommendation are sent to concerned authorities. The action taken report is finally uploaded in the college website.
7	Does the institute provide any best-teacher award or any other motivational measure for adopting improved teaching method?	NA

Sl. No.	Particulars	Responses
	(Please specify)?	

D. **Academic Administration**

Sl. No.	Particulars	Response		
1	Does the institute prepare an academic calendar for the year? (Yes/No)	Yes		
2	Does it follow the academic calendar strictly? (Yes/No)	Yes		
3	Does the institute have student support systems	Mentoring	Tutorial	Counseling
		Yes		Yes
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?	The progress and timely completion of curriculum is monitored by examining the individual lesson plan-progress registers bimonthly in the teacher council meetings.		
7	What type of attendance management system is followed in the institute?	Biometric attendance for teachers. Roll call registers for students on each period. The monthly attendance reports are sent to higher authorities.		

Sl. No.	Particulars	360 Degree	Student's feedback	Self-appraisal	Any other, Please Specify
8	What type of feedback system is used for appraising the performance of faculty members?				
			Yes	Yes	
9	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)	No			

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 For error free & time saving result declaration
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?	• Online evaluation. • EMS Software should be used for examination automation. • The students should access their result anytime anywhere.
5	Is the examination system a continuous one? Yes / No. If yes, please mention in detail.	Yes • Mid term exam • Internal assessments • Seminar presentations • End term
6	What is the days' gap between completion of examination and publication of result?	45 days
7	Should the gap be reduced? Yes / No If yes, Why you think this gap can be reduce and How?	Yes • To give more opportunities to appear national level entrance exams like JAM etc. • By evaluation in online mode and central valuation system.

F. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of expansion work is required for the existing infrastructure?	Vertical expansion of administrative, academic and other buildings.
2	What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms etc.)	Classrooms to be equipped with smart boards, separate laboratories for PG programme, automation of library, wi-fi campus etc.
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.)	• Residence for staff members • Indoor Stadium • Dispensaries • Food court etc.
5	What type of infrastructural development work is needed for making them accessible for differently-able students?	Need of tactile path, ramps, lifts etc
6	What are the estimated financial needs required by the institute for executing the above?	About Rs. 322 Crores in next five years.

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	Y	Y	Y	Y		Industries
Administration	Y			Y	Y	Industries, CA
Finance	Y				Y	IQAC
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	Council design the curriculum in board of studies Teacher make teaching plan and execute them in accordance with academic calendar	As HOD they look after department administration, as hostel superintendent they supervise the administration in hostel as different bursar they manage establishment accounts and legal matter of college	They are members in finance committee budget committee etc.	They are members, coordinator of IQAC
Students	They submit feedback on academic curriculum	NIL		They suggest various qualitative on curriculum
Parents	They submit feedback on academic curriculum and attended PTM	NIL		

Alumni	They submit feedback and participate in BOS meeting to design curriculum			They suggest various qualitative measures in research and employability aspects
Local Administration	NIL	They coordinate with the college administration for smooth conduct various Government sponsored programme	The comptroller of finance of the parent university takes part in finance meetings	NIL
Any other	Industrialist- they are part of Board of studies and governing body to approve the curriculum	Industries- they are part of executive body the apex committee	They Government auditors audit financial transitions Chattered accountant is a member of finance committee issue utilisation certificate	Industrialist -They suggest various qualitative measures in research and employability aspects quality resources in industry academic relation

H. **Manpower Requirement**

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

I. **Existing and required manpower**

Sl. No.	Programme /Course	Teaching		Non- Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
1	Anthropology	3	2	1	3
2	B.Ed	5	3	6	1
3	Botany	6	3	5	2
4	Chemistry	7	2	6	2
5	Computer Science	2	5	1	2
6	Commerce	2	5	0	2
7	Economics	3	5	0	2
8	Education	3	5	1	2
9	English	4	5	0	2
10	Hindi	1	5	0	2
11	History	3	3	0	2
12	Home Science	5	5	2	2
13	Lib.Science	3	3	0	2
14	Mathematics	5	3	0	2
15	Odia	6	3	0	2
16	Physics	5	3	5	2
17	Psychology	5	3	1	2
18	Political Science	3	5	0	2

19	Philosophy	3	5	0	2
20	Sociology	2	5	0	2
21	Sanskrit	1	6	0	2
22	Urdu	-	3	0	1
23	Zoology	5	3	6	2

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. Bikash Kumar Das	**2**
2	Equal Opportunity Cell	**Yes**	Dr. Petrous Bodra	**5**
3	Sexual Harassment Cell	**Yes**	Prof. Bichitra Pani	**5**
4	Anti-ragging Cell	**Yes**	Smt. Indurekha Mohapatra	**5**
5	Right to Information cell	**Yes**	Sri Krushna Chandra swain	**3**
6	Intellectual Property Right Cell	**No**		
7	Disciplinary Committee	**Yes**	Prof. Bichitra Pani	**3**
8	Ethics Committee	**Yes**	Prof. Gayatri Biswal, Principal	**5**
9	IQAC	**Yes**	Dr. Swapna Sankar Nayak	**17**
10	Grievance Cell	**Yes**	Prof. Bichitra Pani	**5**
11	Internal Complaint Committee	**Yes**	Prof. Gayatri Biswal, Principal	**4**
12	AISHE Cell	**Yes**	Smt. Sushree Shibani Dash	**3**

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.)**

The IQAC in this college was established on 21.03.2006. The prime responsibility of IQAC is to initiate, plan and supervise various activities that are necessary to increase the quality of the education imparted in the college. It has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of incremental improvements since the last NAAC accreditation.

Quality assurance strategies for attainment of learning outcomes:

Semester-wise and course-wise teaching plans from each teacher have been collected and analysed by the IQAC. It has suggested participatory learning through open questioning, project work and peer teaching etc. Study tours, Industrial visits and Internships have been encouraged for experiential learning.

IQAC has ensured adherence to the academic calendar of activities. It has monitored the mentoring and counselling of students.

IQAC has developed methodology for measuring the attainment of POs, PSOs, COs, identification of Slow/advanced learners and strategies for their quality enhancement.

ABC IDs of about 9000 students have been created as a NEP initiative.

Research and Extension Activities

IQAC has initiated research culture by formulating Research Policy and Research Ethics Policy to monitor the research culture in the college. There are 06 MOUs, 387 collaborations, 04 major research projects, 150 quality research paper publications are in Scopus, Web of Science, UGC Care Listed journals 258 Book Chapters and one incubation center for start-up.

It has continuously monitored and assessed the extension/outreach activities organised and conducted by the NCC, YRC and NSS wings of the college. There were 12 IQAC meetings, 3 FDPs and 3 capacity building workshops conducted in the last three years.

Infrastructure Facility

IQAC has Initiated IT policy, Infrastructure Maintenance Policy, Library Policy and e-content development facility. It has catalysed setting up of two virtual class rooms and a media centre. E-Contents have been developed and e-resources have been accessed.

Students Support

IQAC has ensured

•   Remedial Classes are regularly conducted for slow learners. Fee Concessions, Scholarships and Career Counselling are provided to the students.

•   Anti-ragging Cell, Placement Cell, Pre-placement Training, Grievances Redressal cell are initiated for student support.

Quality Audits

Academic and Administrative Audits, Gender Audit, usage of Solar Energy, Waste Management, Rain water harvesting, Green Policy, Disabled Friendly Campus and conducting Energy Audit are initiated.

IQAC has been monitoring the Code of Conduct for student, teachers and employees.

The exceptional achievement by students in the field of Games and Sports has been a best practice adopted and supported by IQAC.

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

Means	Process followed
Institute Website	YES, mandatory disclosures are uploaded on website from time to time
Collective/College Notice Board	Information related to result, admission and form fill up are placed on the college notice board.
Departmental notice board	Routine information about competitions, shifting of classes and about seminars in the campus are exited for convenience of students.
Any other means (Pl. Specify)	

M. **Audit process and status**

Sl. No.	Audit	Status (Conducted/Not conducted)	Process
1	Academic Audit	Yes	Academic Audit is conducted by IQAC with teachers from another department. An uniform excel sheet was used to rate different indicators. Finally, this performance audit index was calculated and the suggestions are given to the concerned department.
2	Gender Audit	Yes	Gender Audit is conducted by IQAC with a team of internal auditors. The audit monitors are assesses the relation progress made in gender mainstreaming capacity building to identify gender pattern in the organisational culture
3	Energy Audit	Yes	Energy Audit is also conducted by IQAC with a team of teachers (mostly

Sl.			
		Yes	from physics department and an external member preferably an electrical engineer) A through survey of the facility use and maintenance of energy in the campus is made and suggestions are given to this authority as corrective measures
4	Green Audit	Yes	Green Audit is conducted by Botany scientist for pollution control board
5	Financial Audit	Yes	Financial Audit is conducted by the Government agencies annually
6	Research Audit	Yes	The audit is conducted by concerned project sanctioning agencies. The PI submits the progress of research, target achieved etc to the agencies. The financial transactions are also audited by government mechanisms or charted accountant
7	Administrative Audit	Yes	Administrative Audit is conducted by IQAC with teachers from another department. An uniform excel sheet was used to rate different indicators. Finally, this performance audit index was calculated and the suggestions are given to the concerned department.
8	Any other (Pl. specific)		

N. **Monitoring and Evaluation**

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

The decisions pertaining to different issues are drafted in the committees/meetings assigned or appointed. The principal is the chairperson of all such committees and with his/her approval the decisions are placed in various appropriate statutory bodies like Staff Council, Academic Council, Finance Committee and Governing Body for modifications or ratifications.

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

Sl.	System / Unit	Need	Pl. Specify the kind of support needed

No.		(Yes/No)	
a)	Administrative System	Yes	Office automation, LAN facility more human resources
b)	Academic System	Yes	Office automation, LAN facility more human resources
c)	Financial system	Yes	Office automation, LAN facility more human resources
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?	Arati Steels(P), Tripti Drinks, Paradeep oxygen, Jai Bharat masala, Utkal Pharmaceuticals etc.
2	Which industries employ the most college graduates?	Software companies
3	What specific skills or attributes are local employers seeking in their employees?	Team work, communication skill, managerial and supervisory skill problem solving skill etc.
4	What skills do the local employer need, but do not get in local hire?	Sincere and qualified lady personals from all types of educational backgrounds.
5	Besides available skills for self-employment, what are the other constraints that youth may face and what kind of support do they need?	Establishment of incubation center are needed to support the youth for self-employment

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	UG(Arts/Science/commerce) PG(Arts/Science)
b)	Schedule Caste Students	UG(Arts/Science/commerce)
c)	Schedule Tribe Students	PG(Arts/Science)
d)	Students from EWS (Economically Weaker Section)	UG(Arts/Science/commerce)
e)	For Differently-able students	UG(Arts/Commerce/PG(Arts)
2.	What academic programs are seeing growth in enrolment of following students?	
a)	Women students	UG(Arts), PG(Science) UG(Commerce)
b)	Schedule Caste Students	UG(Arts), PG(Science) UG(Commerce)
c)	Schedule Tribe Students	UG(Arts), PG(Science) UG(Commerce)
d)	Students from EWS (Economically Weaker Section)	UG(Arts), PG(Science) UG(Commerce)
e)	For Differently-baled students	UG(Arts)
3.	What are the employment outcomes for following students after passing out of the institution?	
a)	Women students	12.16%
b)	Schedule Caste Students	6.23%
c)	Schedule Tribe Students	7.89%
d)	Students from EWS (Economically Weaker Section)	2.16%
e)	For Differently-abled students	1.14%
4.	What is the academic/skill training support that following students may need for improving employability?	

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
a)	Women students	Establishment of civil services coaching centers in the college
b)	Schedule Caste Students	100% funding to students to join skill-based courses and free ship to join Government IAS coaching center
c)	Schedule Tribe Students	100% funding to students to join skill-based courses and free ship to join Government IAS coaching center
d)	Students from EWS (Economically Weaker Section)	100% funding to students to join skill-based courses and free ship to join Government IAS coaching center
e)	For Differently-abaled students	Interactive software (converting text to synthesized speech) and special books & notes for enhancing employability

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	34	27	20	14	5	0	100
% of non-teaching staff to teaching Staff	36: 66	50:73	60:80	70:86	80:81	100:100	100
No. of under graduation programs	24	24	26	30	30	30	100
No. of post graduate programs	22	22	22	22	25	25	100
No. of Doctoral programs	NIL	Nil	10	10	10	10	100
Delay in payment of monthly salary payment of faculty	4days	4days	4days	3days	2days	0	100
ACADEMIC EXCELLENCE INDEX							
Timely Course completion	10 days before exam	10 days before exam	10 days before exam	10 days before exam	10 days before exam	10 days before exam	100
Exam conduction	Midterm, semester	Midterm, semester	Midterm, semester	Midterm, semester	Midterm, semester	Midterm, semester	100

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	**2025-26**	**2026-27**	**2027-28**	**2028-29**	
Gap in declaration of results	45days	45days	45days	45days	45days	45days	100
Plagiarism Check	Nil	yes	yes	yes	yes	yes	100
NAAC Accreditation Grade	A (2nd cycle)- 2017 NAAC	A	A	A	A	A	100
NIRF Rank	Not applied	To participate	Within 400	Within 300	Within 200	Within 100	100
Teacher Student ratio	75:1439	1:30	1:20	1:20	1:20	1:20	100
Space (teaching-learning) available for student (Square feet per student)	20: 1	20: 1	40:1	40:1	40:1	40:1	100
% of Visiting professors	0	0	5	10	15	20	100
% of students passing out with 60% or more marks	87	90	92	94	95	95	100
% of graduates employed by convocation	3	10	15	20	25	30	100
% of students receiving awards at National and International level	0.7	1	1.5	2	2.5	3	100
% of expenditure on Library, Cyber library and laboratories per year	100%	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	
% of faculty covered under Pedagogical Training	100	100	100	100	100	100	100
% of faculty involved in "higher education"	100	100	100	100	100	100	100
Functioning of IQAC	100	100	100	100	100	100	100
Dropout rate of student	0	0	0	0	0	0	100
No of foreign collaborations	Nil	1	5	6	8	10	100
Subscription to INFLIBNET for publication of research	yes	yes	yes	yes	yes	yes	100
Expenditure per student	231,148	250,000	260,000	300,000	310,000	320,000	350,000
EQUITY INITIATIVE INDEX							
SC Student%	13.8	16.25	16.25	16.25	16.25	16.25	100
ST Student%	9.7	22.5	22.5	22.5	22.5	22.5	100
%j of female student	100	100	100	100	100	100	100
Functioning of CASH (Committee Against	yes	yes	yes	yes	yes	yes	100

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	**2025-26**	**2026-27**	**2027-28**	**2028-29**	
Sexual Harassment)							
Functioning of Social Protection Cell	yes	yes	yes	yes	yes	Yes	100%
Language assistance programs for weak Students	Yes (AECC I, SEC I)	Yes (AECC I, SEC I)	Yes (AECC I, SEC I, Spoken English)	Yes (AECC I, SEC I, Spoken English)	Yes (AECC I, SEC I, Spoken English)	Yes (AECC I, SEC I, Spoken English)	100%
REASERCH AND INNOVATION INDEX							
Per-faculty publications per year	1	1	2	2	2	2	100%
Cumulative Impact Factor of publication							
Average H Index of institution (of all the scholars)	2	8	15	22	35	45	50%
% of staff involved as Principal Researcher	6%	10%	15%	20%	25%	30%	100
% of Research projects fully or more than 50% funded by external agencies, industries etc.	100	100	100	100	100	100	100
No. of patents granted	0	0	2	3	3	3	100

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
% of faculty receiving national/ international awards	4%	5%	6%	7%	8%	10%	100
% of income generated from Research studies to total budget for the institution	0						100
Doctoral degrees awarded per academic year (for faculty)	3%	3%	4%	4%	5%	5%	100
Doctoral degrees awarded per academic year (student)	Nil	Nil	Nil	5%	5%	5%	100
% of expenditure on Research and related Facilities	100%	100%	100%	100%	100%	100%	100
Digitization of Masters and Doctoral thesis	Nil	yes	yes	yes	yes	yes	100
Under Graduate Project Experience (UPE)	100%	100%	100%	100%	100%	100%	100
Capstone Project Experience (CPE)	20%	25%	30%	35%	40%	45%	100
% of Income generated from non-grant Sources	0						100
STUDENT FACILITIES							100
No of new professional development	10	0	0	10	10	10	100

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
Programs							
% of student participating in co-curricular activities	100	100	100	100	100	100	100
% of student participating in sports activities	40	45	50	55	60	65	100
Existence of Placement Cells and Placement Plan	yes	yes	yes	yes	yes	yes	100
% of expenditure on infrastructure maintenance and addition	35	40	40	45	45	50	100
Availability of hostel per out-station female student	40	42	44	50	50	50	100
Availability of hostel per out-station male student	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	100
Student Experience Surveys	yes	yes	yes	yes	yes	yes	100
INFRASTRUCTURE AND OTHERS							100
Adequacy of Staff Quarters	10	15	20	25	30	35	100
% of Income generated from training courses*	Nil	5	7	10	12	15	100

Indicator	Present Value/Rating	Target Rating (After 5 years)					Percentage Achieved
		2024-25	2025-26	2026-27	2027-28	2028-29	
% of Income generated from consultation**	Nil	5	9	11	13	15	100
Computer/digital facility in the institution***	yes	50%	60%	70%	80%	90%	100
Internet connectivity of Campus	yes	50%	60%	70%	80%	90%	100

*The college plans opening of training courses in a. Tailoring, b. Beverage and Jam making, c. soft toys making d. C language

**The college plans consultancy in mental health and wellbeing by the department of Psychology, consultancy in sericulture by department of Zoology, consultancy in health nutrition and child care by the department of Home Science etc.

***Digitalisation of office, departments, library etc. Establishment of e-studio, lecture capture theatre and media centre in the campus.

X. Five Year Plan

i.   Strategic plan envisaged to manage the administrative structure

Year	Strategic Plan
2024-25	Complete automation of Principal's Office by using updated software pertaining to enterprise resource planning.
2025-26	Introducing Management Information System (MIS) by buying the required software.
2026-27	File keeping in digital mode for paperless economy. This can be done through increasing the stock of computers and providing adequate training to the faculties and staff.
2027-28	Appointing a Legal Advisor/officer for the HEI.
2028-29	Introducing LAN or Local Area Network for speedy disposal of confidential files.

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

Year	Rate	Strategic Plan
2024-25	33%	The college aims to send proposals to the Government and the University to enhance the number of seats in the existing programmes. More professional programmes on PPP mode shall be opened. The Ph.D programmes are also planned to commence from the session 2025-26.
2025-26	36%	
2026-27	38%	
2027-28	40%	
2028-29	43%	

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

Year	Strategic Plan
2024-25	Introduction of Vocational training for UG and PG students in some specific areas such as stitching, knitting, Beautician course, Food and recipe course and Fashion designing.
2025-26	Introduction of Ph.D. programmes in Science stream and Humanities.
2026-27	To develop an optional hybrid and blended mode of learning for the differently abled students.
2027-28	Introducing coaching class for competitive examinations preferably for UPSC and OPSC.
2028-29	A. Vertical expansion of the academic infrastructure by offering self-financing courses as Master of Hotel Management, Master of Tourism Management, Post Graduate Diploma in Textile Designing, Diploma in Dance, Music and Yoga. B. Introduction of Distance learning for working students.

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

Year	Strategic Plan
2024-25	Strategies to support mid-career development of the faculties, to help them keep pace with new developments in their respective fields, by reframing the leave rules.
2025-26	Organising quarterly Faculty Development Programmes for the faculties.
2026-27	Create a system of mentorship by reputed Universities for Faculty members who are in their initial stages of Research and joining.
2027-28	Faculty club that would conduct a get-together for the family members of the faculty, at least once a year.
2028-29	Recruiting at least one DEO for each Department to support and assist the faculties in the day to day activities of the

	Department.

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

Year	Strategic Plan
2024-25	With increase in the intake capacity for students, there would be a relative increase in the number of faculties to maintain the student teacher ratio 1:20.
2025-26	More number of Guest faculties to be recruited to maintain the Student Teacher ratio 1:20 as per the UGC norms.
2026-27	Retired Teachers (Professor of Practice) to be appointed to handle the growing enrolment of children.
2027-28	More number of Guest faculties to be recruited to maintain the Student Teacher ratio 1:20 as per the UGC norms.
2028-29	More number of Guest faculties to be recruited to maintain the Student Teacher ratio 1:20 as per the UGC norms.

vi. Training and development plans for new faculty

Year	Strategic Plan
2024-25	A. Ensuring that the faculties are exposed to at least 10 FDPs each year. B. Award of at least one major/minor project per department.
2025-26	Provide minimum TA and DA for faculties to attend seminars, workshops, etc. both at international and national levels.
2026-27	Health insurance for each faculty member.
2027-28	Structured leadership programmes for faculties.
2028-29	Food court and recreation spaces for teachers and students.

vii. 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	To ensure the completion of courses by regular monitoring through concerned H.O.Ds of the department.
2025-26	A. To conduct Academic Audit for all Departments. B. Collecting regular feedback from all stakeholders regarding teaching.
2026-27	Implementing General Teacher Evaluation Checklist through digital forms.
2027-28	Peer review among faculties of all disciplines.
2028-29	Qualification of faculties acquired during service to be reviewed periodically.

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

Year	Strategic Plan
2024-25	As the College is a government Autonomous College, the faculties are recruited in accordance with the recruitment policy of the Government by the Public Service Commission of Odisha. Provision of research ambience in the campus can attract them.
2025-26	
2026-27	
2027-28	
2028-29	

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

Year	Strategic Plan
2024-25	Construction of a Multi storeyed Building under G+8 plan for the expected growth.
2025-26	Construction of one Lecture Hall in each Department.
2026-27	Vertical expansion of existing building to increase the number of classrooms.
2027-28	Vertical expansion to continue.
2028-29	Proposal for a second campus to expand existing infrastructure.

x. 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	Addition of 01nos of classroom in 22 departments
2025-26	01 seminar library reading room each in all departments
2026-27	Individual faculty rooms through vertical expansion
2027-28	200 capacity seminar halls in respective departments
2028-29	2nd campus to accommodate the growing enrolment

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

Year	Strategic Plan
2024-25	Provision of LCD projectors in all Departments.
2025-26	At least one smart board in each department.
2026-27	Autoclaves in science labs.
2027-28	JSTOR in all departments/ blended learning/ flipped classrooms.
2028-29	Magnetic and Flannel Boards and Visual, Auditory and Kinaesthetic (VAK) learning.

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

Year	Strategic Plan
2024-25	Post Graduate in Commerce- Addition of 60 seats
2025-26	02 nos. of PPP mode self-financing courses like Biodiversity conservation, Fashion Designing (Addition of 200 seats).
2026-27	PhD programmes in all Science and Arts Subjects- Addition of 100 seats
2027-28	Distance learning in UG & PG courses (100 seated each), no Hostels required.
2028-29	PhD program in Commerce- Addition of 20 seats.

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

Year	Strategic Plan
2024-25	Vertical expansion of existing hostels using government grants.
2025-26	Separate *Dibyang* friendly Hostel.
2026-27	Proposal to Government for a second campus to build new hostels, to accommodate Boarders.
2027-28	Renting private hostels to accommodate the growing number of students.
2028-29	Vertical expansion of *Dibyang* friendly Hostel.

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

Year	Strategic Plan
2024-25	Accommodation for the Warden, Asst. superintendents should be provided in the hostel building itself to facilitate supervision guidance.
2025-26	XII plan guidelines for construction of building by UGC will be followed.
2026-27	A. Solar panels to be installed in the hostels. B. Lift facility in all hostels.
2027-28	The centrally sponsored scheme for construction of new hostels and expansion of existing hostels to provide free boarding facilities for SC&ST girls.
2028-29	Construction of hostel for OBC girls in the campus.

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

Year	Strategic Plan
2024-25	Providing food options to the boarders in Breakfast, Lunch and Dinner menu. Food coupons to be given to boarders to streamline the dining facility.
2025-26	Modernisation/ICT enabled reading room in the hostel
2026-27	Laundry facility to be provided on user fee basis. Washing machines shall be installed.
2027-28	Provision of AC rooms for boarders on the basis of a user fee.
2028-29	Gymnasiums shall be established.

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

Year	Strategic Plan
2024-25	To facilitate the students to choose from the menu chart, by placing the order one day before.
2025-26	Developing a sweets /confectionary counter in the cafeteria and delivery to be obtained by paying charges as per the menu chart.
2026-27	Standard of food to be checked and certified by food security officers.
2027-28	Instant food services (for tiffin and snacks) by choosing from the menu reflected on the board.
2028-29	Online payment facility to be generated for ordering food.

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

Year	Strategic Plan
2024-25	For an anticipated growth rate of 33%, the plan is to enrol students in NASSCOM.
2025-26	For an anticipated growth rate of 36% the plan is to organise quarterly career counselling programme.
2026-27	For an anticipated growth rate of 38% the plan is to sign MOUs with Media houses, Industries to facilitate Internships and placements.
2027-28	For an anticipated growth rate of 41% the plan is to introduce internship in UG.
2028-29	For an anticipated growth rate of 46% the plan is to introduce Internship in Science PG.

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

Year	Strategic Plan
2024-25	Schedule periodic human resources check-ins giving a chance to interns to further develop their career.
2025-26	Create an intern specific referral programme to make students familiar with social media posts, as future candidates are likely to trust their friend experiences and reviews.
2026-27	A. Conduct exit interview as a standard part of the intern programme. B. Offer flexibility work optics and letting interns work from home.
2027-28	Create recruiting social channels.

Year	
2028-29	A. Conducting job fair in the campus B. Suggestion for paid Internship.

xix. 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	With regard to students with disabilities, students with mobility issues, wheel chair users, visually challenged students may find usual work placement roles challenging. So the HEI will identify their requirement & request the industries to accommodate them under corporate social responsibility.
2025-26	A professional from industry with several years of work experience should be treated equivalent to a professor. He could be invited as a professor of industrial practices and the programme could be adopted as Distinguished Visiting Professorship Scheme.
2026-27	Create a QCP (Quality circle placement) - a student body responsible for co-ordinating and streamlining all placement related activities guided by the placement head. Objectives will be continuous learning and improvement.
2027-28	Deferred placement policy which allows students to forego the opportunity of sitting for placements at the time of their graduation. Rather they can attend placements 6 months later which helps the HEI to promote their students to pursue entrepreneurial ventures by providing them placement security.
2028-29	A. Pre placement training to help students become industry ready. Pre-placement training programme to be organised between 3rd & 4th semesters, such as training sessions on resume writing which is the key to successful interview communication skill, training sessions on body language etc. B. Only students registering with the placement cell at the start of the session will be allowed to appear for placements in the academic year. C. If a student gets selected by companies she owns the right to make a choice. D. Plan to place at least 300 students in various local related companies, industries and business offices etc.

	E. Organising workshops on start-ups for self-employment and developing entrepreneurship skills.

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

Year	Strategic Plan
2024-25	Partnerships with centres of excellence and institutions across boundaries for outstanding research & training.
2025-26	Signing more number of MOU's with companies like Bajaj Finance, LIC for providing training in marketing.
2026-27	The placement policy will take the initiatives of pooling in different corporate houses through a process of registration for campus placements and internships of the students.
2027-28	Conducting job fair in the campus.
2028-29	Inviting HR's from companies & corporates for a greater exposure to face the challenges & to encourage the students especially those pursuing commerce as a career option.

xxi. 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	A. Developing a research library/ resource platform where the latest project application from institutes of national and international repute will be flashed for the information of faculties. B. Organising online webinar on research paper publication.
2025-26	Creating repository of ideas through State, National, International level seminars on quality research.

Year	Strategic Plan
2026-27	Developing a peer review journal of the HEI.
2027-28	Organising workshops on how to apply for research projects.
2028-29	Organising package training on research ethics for faculties.

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

Year	Strategic Plan
2024-25	Providing financial support or funding towards the publication fee to the individual resource.
2025-26	Rewarding alternative role models or existing senior researchers who demonstrate a commitment towards more prolific publishing & communications.
2026-27	Hosting foreign researchers to boost the confidence among the young researchers to publish.
2027-28	Making the real costs of research & communication visible, to streamline resources effectively and to establish the standards in investments with improvement.
2028-29	Hiring prolific publishers.

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

Year	Strategic Plan
2024-25	33%,
2025-26	36%

Year	
2026-27	38%
2027-28	40%
2028-29	43%

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

Year	Strategic Plan
2024-25	Extension of Wi-Fi, LAN Connectivity and Implementation of assistive technologies for Visually Impaired Students. Facilities of 24x7 Power Backup, Cafeteria, Reprography Service & Air Condition Hall.
2025-26	Increase in numbers of Library Staff, Extension of Reading Hall and Reading hour for the Users.
2026-27	Up-liftment of e-Resource Centre and Digital Library with ICT enabled research Centre.
2027-28	Fire detection service and installation of lightning detector.
2028-29	Adoption of new technology for functioning of Library Automation Software (self-service for users through RFID installation).

xxv. 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	Annual procurement of books as per the academic syllabus, competitive books, latest reference books and Question Banks

Year	Strategic Plan
	Service.
2025-26	Renewal subscription of national and international proprietary peer reviewed academic scholarly content of print journals for the research purpose.
2026-27	Subscription of E-Resource and E-Book Database like JSTOR and J-Gate, OUP and Tata McGraw-Hill etc.
2027-28	Newspaper Clipping and Cartography Service.
2028-29	To take membership from more libraries and share their resources.

xxvi. 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	ICT enabled research room for projects in Social Science.
2025-26	Installing specialized laboratory equipments like UV- visible, spectrophotometer, autoclaves etc. for practical department.
2026-27	Dedicated research laboratories example Tissue culture lab, Biochemistry lab etc. to be built in each Department.
2027-28	24 X 7 wi-fi connectivity in all research labs.
2028-29	Separate reference library for researchers with ICT enabled facilities.

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

Year	Strategic Plan
2024-25	33%
2025-26	36%
2026-27	38%
2027-28	40%
2028-29	43%

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

Year	Strategic Plan
2024-25	Introduction of talent and merit-based scholarships based primarily on a specific talent of the student rather than her basic academic qualifications. The most popular as for talent scholarships are music, art, dance, creative writing, debate & speech.
2025-26	Retention Scholarships- To apply the strategy & identify students who may be at the risk of dropping out due to financial difficulties. The retention scholarship can alleviate their financial burden & help students stay enrolled & complete their degree.
2026-27	Automatic Merit Based Scholarships- Create incentives and offer scholarships to students who maintain a certain CGPA not only to appreciate their hard work but also encourage them to stay focused.
2027-28	To create an online platform and keep a record of the achievements of students- curricular, co-curricular & extra-curricular

Year	Strategic Plan
	so that an extensive student portfolio can be prepared for processing of scholarships.
2028-29	To offer scholarships to best Graduates & Post-Graduates from all streams.

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

Year	Strategic Plan
2024-25	A. Construction of Staff quarters B. Construction of Principal quarters
2025-26	Accommodation of Warden/Hostel Superintendent & Asst. Superintendent Quarters
2026-27	Additional classrooms
2027-28	A. N.S.S/ N.C.C/ Ranger Rover/ YRC separate rooms B. Well-equipped student common rooms /well equipped cafeteria
2028-29	A. Well-furnished toilets with modern amenities Emergency fund to cover any unexpected or emergency situations

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

Year	Strategic Plan
2024-25	Provision of a multipurpose stadium for sports & games
2025-26	Yoga hall for accommodating 500 student's capacity for regular conduct of these activities
2026-27	A. Opening of Ph.D. courses in science would require research laboratories

Year	Strategic Plan
	B. Under 5T Programme of land will be provided by the District administration for development of college playground
2027-28	For expansion of Second campus 100 acres of land
2028-29	Multi-level Gymnasium

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

Year	Strategic Plan
2024-25	Availability of Sanitary Napkins Box vending machine in each department.
2025-26	Improve campus mail services with parcel lockers to reduce package liability & theft Changing to CFL or LED light bulbs
2026-27	Availability of staff quarters and seminar Hall for conducting seminars/ conference
2027-28	A.Plan to implement waste management project with the goal of making the campus a No-open waste (NOW) zone B.To develop a physiotherapy unit at the sports complex for students and staff members \\ C.To facilitate in campus branch of the SBI to extend banking services to students & staff members D. In the parking area for regulating entry parking stickers are issued to the bonafide users
2028-29	A. Collaboration between two institutions for the award of dual degree B. Conducting job fairs C. To facilitate the visually impaired students with movable battery-operated car inside the campus.

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

Year	Strategic Plan

2024-25	The robust ICT infrastructure to be designed for cyber security protocols and incremental growth with all safety measures for access naturals disasters mitigation & environmental & pest control.
2025-26	This HEI to focus on faculty compensation in digital payment format implementing educational ERP/LMS computerized examination online and alumni networking
2026-27	Faculty cubicles in adequate numbers as per the demands Multi media studies for creation of digital contests with optimum sound control & record facilities
2027-28	To fulfil the requirements of all curricular activities (Academic/vocational /skilling) there should be an adequate of exhibition/space halls
2028-29	Convenience shops for students & staff to purchase essential items

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	14.13	3.25	2.35	2.52	2.78	3.23
	Establishment of new laboratories for new PG programs	8.33	3.73	0.92	0.75	1.89	1.04
	New classroom	17.23	10.84	1.73	1.50	1.63	1.53
	Staff Quarters	41	8	6	5	10	12
	Modernization of classrooms	20.6	4.38	3.76	3.54	4.14	4.78
	Upgradation of Learning Resources	14.75	2.33	2.50	2.81	3.28	3.83
	Hostel facility for students	70	15	10	10	15	20
	Procurement of furniture	38.62	15.20	7.70	4.16	5.34	6.22
	Establishment/Upgradation of Central and Departmental Computer Centres	38.63	15.20	7.70	4.16	5.34	6.23
	Modernization/improvements of supporting departments	22.22	10.09	5.14	3.27	2.33	1.39
	Modernization and strengthening of libraries and increasing access to knowledge resources	33.92	22.18	1.13	2.15	4.78	3.68

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Refurbishment (Minor Civil Works)	17.59	2.07	3.06	3.61	4.14	4.71
2	**Laboratory Up-gradation / Research and development support**						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes	19.72	2.26	3.15	4.05	4.78	5.48
	Provision of resources for research support / Laboratory support to procure new equipment	13.77	1.58	2.17	2.77	3.39	3.86
	Enhancement of R&D and institutional consultancy activities	11.01	1.08	1.61	2.18	2.83	3.31
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	74.21	13.37	12.88	14.40	16.15	17.41
4	**Institutional reforms**						
	Technical assistance for procurement and academic activities	0.88	0.10	0.11	0.13	0.15	0.39

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Institutional management capacity enhancement	0.19	0.03	0.04	0.05	0.06	0.01
5	**Academic support**						
	Creation of new departments/courses	31.29	2.92	1.92	7.92	8.59	9.94
	Enhanced Interaction with Industry	17.32	2.12	4.88	2.33	3.43	4.56
	Temporary faculty engagement	6.58	0.58	0.78	1.14	1.66	2.42
	Student support activities (Sports, Science, Club, Ideation Club, Field Trips etc.)	22.25	3.15	3.79	4.44	5.12	5.75
6	Others: Consultancy, Supervision and Maintenance	12.79	1.06	1.56	2.06	3.07	5.04
	TOTAL	**547.00**	140.52	84.88	84.91	109.88	126.81

SUCCESS AND ACHIEVEMENT

This HEI has made significant strides in the academic space by securing NAAC 'A' grade twice and is privileged to hold rank 1 among 10 best autonomous colleges of Odisha.

At present 48 UG/PG/B.Ed professional programmes are offered by the institution to cater to the diverse needs of the society.

The college is vibrantly expanding itself infrastructure- wise both spatially and vertically. A 400 seated hostel, G+6 building, renovated auditorium , New staff common Room and media center with modern amenities is our latest addition . An indoor sports hall and G+ 8 administrative blocks is under construction.

Currently 06 central /state projects are ongoing contributing to the overall academic health of the institution. International/National/State level and departmental seminars are a regular feature of this institution.

More than 95% of the students were awarded with scholarships in the 2023-2024 academic session.

BEST PRACTICES

The HEI has adopted several best practices like

1. Mentoring the differently abled under privileged students.
2. Energy saving and green practices.
3. Outreach programmes in slums and villages.
4. Nurturing the future talents in games and sports.
5. Maintenance of water bodies.

NODAL OFFICERS FOR IDP

IDP COORDINATOR: Dr. SWAPNA SANKAR NAYAK

IDP ASSOCIATE COORDINATOR: Dr MOUSHUMI PATTNAYAK

ACADEMIC COORDINATOR: Dr BANDANA PATHAK

ESTABLISHMENT COORDINATOR: Dr PRASANTA KUMAR SAMANTRAY

COORDINATOR FINANCIAL ASPECTS: Dr BISWADAS MOHANTY

CIVIL WORKS IN CHARGE: Dr BIKASH KUMAR DAS

MEMBERS: Dr DIPTI PANDA, SUSHREE SHIBANI DASH, DULALIBALA HEMBRAM
                    Dr SAGARIKA SAHOO

ANNEXURE-I

Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes during the last five years

Sl.No	Name of teacher who attended the program	Title of the program	Duration (from – to) (DD-MM-YYYY)
1	Bijaya Kumar Behera	Course in Understanding Tribes in the New-Liberal Era Refresher : Psychology & Behavioural sciences FDP Intellectual property rights for sustainable development	03.12.2018 to 23.12.2018 22-08.22 to 04.09.22 21.03.22 to 25.03.22
2	N.C Vaidei	Refresher Course in Women Studies	26.02.2018 to 17.03.2018
3	Narmada Kumari Parida	Refresher Course in Research Methodology on Social Science	05.09.2019 to 18.09.2019
4	Menakarani Sahoo	Orientation Programme in Holistic Approach to Effective Teaching	18.01.2019 to 14.02.2019
5	Gayatri Kar	Refresher Course	20.08.2018 to 09.09.2018
6	Yogamaya Panda	Refresher Course in Understanding Tribes in the New-Liberal Era Research Methodology on Social Science Research Methodology on Social Science Gender in Higher Education in the 21st Century Gender in Higher Education in the 21st Century	03.12.2018 to 23.12.2018 5.9.2019 to 18.9.2019 5.9.2019 to 18.9.2019 12.2.2020 to 3.3.2020 12.2.2020 to 3.3.2020
7	Dr Bandana Pathak	FDP(E learning Workshop on "Design Development and Delivery of online Course" ,Jawaharlal Nehuru University Delhi.	11th to 12th June 2020 24-08.2020 to 07.09.2020

			FDP(Ramadevi Women's University in collaboration Gendered Contours of the Pandemic: Reinventing Public Policy and Leadership Transformation. ASSOCHAM Wisdom Series ' Vocal to Local of Women Entrepreneur'.	0ct 19 to 2020
9		Dr. Pravat ManjariMohanty	Python 3.4.3 by Spoken Tutorial,IIT Bombay Efeective stress management for maximizing Human Productivity FDP by R.D.W University Research methodology and project writing by R.D.W	24.08.2020 to 31.08.2020 09.06.2021 to 13.06.2021 07.07.2021 to 11.07.2021
10		**Dr. Charubala Pani**	FDP on "Effective Stress Management for Maximising Human Productivity" organised by Rama Devi Women's University FDP Programme on "Research Methodology and Project Writing" Organised by Rama Devi Women's University	09.06.2021 to 13.06.2021 07.07.2021 to 11.07.2021

11	Smt. Saraswati Majhi	Online Refresher course in Research methodology in Basic Science UGC HRDC, Utkal University	10 .02.2021 to 23.02.2021
		UGC Sponsored Short term Course on Disaster Management and Climate change	17.10.2020 to 21.10.2020
		Online Faculty Development Programme on Effective stress management for maximizing Human Productivity Conducted by R.D.W University	09.06.2021 to 13.06.2021
		Online F.D.P on "Digital pedagogy" organised by Department of Teacher Education in Collaboration with IQAC, vikramDeb Autonomous College, Jeypur	21.06.2021 to 25.06.2021
		One Month Online National Faculty Induction Program organised by Guru Angad Dev Teaching Learning Centre, S.K.T.B Khanala College, University of Delhi Under the	8.11.2021 to 07.12.2021
12	Mrs Padmaja Jagati	FDP on "Effective Stress Management for Maximum Human Productivity "Organised by R.D Women's University	09.06.2021 to 13.06.2021
		FDP on "Research Methodology and Project Writing" organised by R.D Women's University, Bhubaneswar	07.07.2021 to 11.07.2021
		Short Term Course on "Renewable Energy Technology and Application (RTA-2021)" organised by KMBB College of Engineering and Technology	08.01.2021 to 13.01.2021
		Short Term Course on "Artificial Intelligence and its Real World Application (AIRA-2021)" organised by KMBB College of Engineering and Technology	22.02.2021 to 26.02.2021
13	Dr. Priti Pragyan Ray	FDP on "Effective Stress Management for Maximum Human Productivity "Organised by R.D Women's University	09.06.2021 to 13.06.2021
		FDP on "Research Methodology and Project Writing" organised by R.D Women's University, Bhubaneswar	07.07.2021 to 11.07.2021

14	Ms.Sushree Shibanee Dash	pedagogical innovations and research methodology (interdisciplinary) outcome based education and technology in higher education online faculty induction programme FDP on "Effective Stress Management for Maximum Human Productivity "Organised by R.D Women's University FDP on "Research Methodology and Project Writing" organised by R.D Women's University,Bhubaneswar	1.12.2020 to 31.3.2021 14.7.2021 to 03.8.2021 03.12.2020 to 30.12.2020 09.06.2021 to 13.06.2021 07.07.2021 to 11.07.2021
15	**Miss. Monalisa Swain**	FDP on "Effective Stress Management for Maximum Human Productivity "Organised by R.D Women's University FDP on "Research Methodoogy and Project Writing" organised by R.D Women's University,Bhubaneswar	09.06.2021 to 13.06.2021 07.07.2021 to 11.07.2021
16	Dr. Moushumi Pattnaik	Online Orientation Program on Data Analysis using SPSS Organised by the Department of Commerce , R.D Women's University FDP on "Research Methodoogy and Project Writing" organise by R.D Women's University,Bhubaneswar FDP on "Effective Stress Management for Maximum Human Productivity "Organised by R.D Women's University	01.06.2021 to 03.06.2021 07.07.2021 to 11.07.2021 09.06.2021 to 13.06.2021
17	Dr. Madhulita Sahoo	Faculty Induction Programme on "A centre of Ministry of Education under PMMMNMMTT organised by Guru Angad Dev Teaching Leraning centre	08.11.2021 to 7.12.2021

18	Swagatika Pattnaik	**FDP on Policy,Ethics and Academic work Culture**	**22.11.2022 to 28.11.2022**
19	Somani Jethi	**FDP- Research Methodology and project writing** **Refresher- indigenous knowledge system**	**07.07.22 to 11.07.22**
20	Dr.Sugyani Kumari Sahu	**Refresher- language, litreture and cultural studies** **(Indian language and Odia)** **FDP- implimention of NEP-2020 for university and** **College Teacher** FDP- Blended learning	**17-08-22 to 13-08.22** **21.09.22 to 29.09.22** 05.12.22 to 11.12.22
21	Dr. Surendra Prasad Jena	FDP- Research Methodology and project writing Refresher : ICT and econtent devlopment National Workshop: psychology of female Athletes	07.07.21 to 11. 07.21 25.10.22 to 07.11.22 21.12.21to 22.12.21
22	Dr. Bichitra Pani	Refresher : ICT and econtent devlopment National Workshop: psychology of female Athletes FDP- Research Methodology and project writing	25.10.22 to 07.11.22 21.12.21to 22.12.21 07.07.21 to 11. 07.21
23	Anita Mekap	FDP on Quantum transition from ions to cosmos Refresher: Advance Research mrthodology	22.09.22 to 06.10.22
24	Dr. Biswadas Mohanty	FDP on Quantum transition from ions to cosmos Refresher: Advance Research mrthodology	05.12.2022 to 09.12.2022 22.09.22 to 06.10.22
25	Mamata Rani Sahu	Refresher:Research Methodology Faculty Devlopement training programme	03.12.22 16.12.22 14.02.22 to 19.02.22

26	Dr. Sanjit Mishra	Refresher : Odia litreture & Culture	27.10.22 to 09.11.22
27	Dr.Narmada Kumari Parida	Refresher:psychology & Behavioural sciences	22.08.22 to 04.09.22
28	Dr. Ajanta Nayak	Refresher: Managing online class U& co-creating moods 16.0" FDP- Education 4.0 E-content Development Teaching -learning digital skill in 21st century FDP organizing 'insight'	13.07.22 27.07.22 13.08.22 to 19.08.22 20.08.22 to 26.08.22 26.07.22 to Aug.22 14.02.22 to 19.02.22
29	Sasikanta Barik	State Level FDP	30.08.22
30	Dr. Naredranath Nayak	Refresher: Odia literature & culture	27.10.22 to 09.11.22
31	Dr. Chita Ranjan Panda	Refresher: Indian languan & literature	06.12.22 to 19.12.22
32	**Indurekha Mohapatra**	FDP in Home Science "Insight" FDP-Effective stress management for maximising Human productivity	14.02.22 to 19.02.22 09.06.21.to 13.06.21
33	**Aradhana Nayak**	Refresher: "Emerging trends in psychology"	22.08.22 04.09.22
34	Narmada Kumar Parida	FDP on Outcome Based Education	10.05.2023 to 17.05.2023

35	Dr Srinibas Barik	Refresher Course in Indian Polity and Administration	04.01.2023 to 17.01.2023
36	Dr.Gayatri Kar	Refresher Course in Indian Polity and Administration	04.01.2023 to 17.01.2023
37	Dr.Dipti Panda	Research Management	03-04-2023 to 10.4.2023

ANNEXURE II

Name of student placed with his/her contact details	Programme completed	Name of the employer with contact details	Pay package at the time of appointment
Sonali Mukharjee	B.Ed	Xavier High School,Deulasahi	**NA**
Nayami Digal 7735636005	UG(Zoology)	Gramin Daka sevaka ,Branch post master, Jagati Branch, Boudh Subdivision, Boudh	17000p.m
Sasmita Sahoo	**UG(Economics)**	**Eklavya Model Residential School, Bangripost, Mayurbhanj**	**22000/-p.m**
Nazra Taquir	**PG(Economics)**	**Springer Nature**	**24000/-p.m**
Mahasweta Panda (8917473258)	2017 (UG) Psychology	Associate Consultant at PAS Workforce Advisory	9,50,000 p.a
Aliyah Meraj Hashmi (7749905576)	2018 (PG) Psychology	Guest Faculty at Indira Gandhi Women's College	8000/-p.m
Divyajyoti Mohanty (7008367150)	2018 (Mphil) Psychology	Guest Faculty at JKBK Govt. College	25000/-p.m
Akansha Swain	2019 (Mphil) Psychology	Psychologist At:- Odisha State Health & Family Welfare Society	30000/-p.m
Subhalaxmi Sahoo (8917584677)	2021 (Mphil) Psychology	Guest Faculty at Govt. Women's College, Baripada	25000/-p.m
Sonali Pati (8249511870)	2022 (Mphil) Psychology	Teachet At:- Kendriya Vidyalaya NO. 1, Cuttack	27000/-p.m
SUDIPTA SAHU	PG SANSKRIT	ADIBASI HIGH SCHOOL, KAINTA, CHAMPUA, KEONJHAR	25300(PER MONTH)
GOUTAMI DEVI	PG SANSKRIT, BED	UGHS GANGABADA , RAYAGADA, GAJAPATI	25300(PER MONTH)

AMBIKA PRIYADARSHINI	PG SANSKRIT	SHAILABALA WOMEN'S AUTONOMOUS COLLEGE, CUTTACK	25000(PER MONTH)
BHAGYASHREE RATH	PG SANSKRIT	FUTURE BHUBANESWAR SCHOOL,BHUBANESWAR	19000(PER MONTH)
PRITIPUSPA PANDA	UG SANSKRIT, MBA	CEASEFIRE INDUSTRIES PRIVATE LIMITED	386748 (PER ANNUM)
SMITA DAS	PG SANSKRIT	OMM SARSWATI SHISHU VIDYA MANDIRA,GAJIPUR, CHANDANESWAR,BHOGRAI,BALESWAR,756085	1600(PER MONTH)
SWALLEHA KHANAM	MPHIL	RAJDHANI COLLEGE , BBSR	25000p.m
SARBANI MISHRA	MPHIL	SHAILABALA WOMENS AUTO COLLEGE	25000p.m
RADHARANI BARIK	PG	DHENKANAL COLLEGE , DHENKANALA	25000p.m
SONALI DAS	MPHIL	P.N COLLEGE , KHORDHA	25000p.m
Deeptika Dalai	PG	St Xaviers group of institutions	NA
Mitanjali Pradhan	PG	SB WOMEN'S COLLEGE, CUTTACK	25,000 PER MONTH
Bidyulata Panda	PG	SB WOMEN'S COLLEGE, CUTTACK	16,000 PER MONTH
Subhalaxmi Sahoo	PG	KHORDHA WOMEN'S COLLEGE	7,000 PER MONTH
Priyanka Baa	UG	CIVIL CONSTABLE IN KHORDHA DISTRICT	NA
Mrs. N. Swati 9040412321	Post Graduation	Shailabala Women's Autonomous College Chandi Chhak	25000p.m
Farheen Parveen 7978761139	Post Graduation	Shailabala Women's Autonomous College Chandi ChhakChandi Chhak	25000p.m
Sonali Maharana 7008112881	M.Phill	Shailabala Women's Autonomous College Chandi ChhakChandi Chhak	16000p.m
Priyadarshani Sahoo 7653855152	M.Phill	Shailabala Women's Autonomous College Chandi Chhak Chandi Chhak	16000p.m

Name & Contact	Qualification	Organization	Salary
Sandhyarani Sahoo 9668297380	Post Graduation	Govt. College ,Puri	25000p.m
Smrutimayee Swain 7855887801	Post Graduation	Dhenkanal Mahila Mahavidyalaya	25000p.m
Bhagabati Hansda 8917602041	Post Graduation	Tamanna Higher Secondary School, Nayagarh	7500p.m
Nirmala Kerketta 7008660980	M.Phill	Govt. Women's College ,Bhawanipatna	16000p.m
Aliva Jena 8327764894	Graduation	ICICI Bank, Berhampur Main road	7600p.m
Ipsita Nayak 7894659545	Post Graduation	Royal group of Institution, Bhadrak	NA
Puspanjali Singh 7008929705	Post Graduation	Bhadrak Women's college,Bhadrak	NA
Amisha Mahejabeen 9178731030	Post Graduation	ICICI Prudential life insurance,Cuttack	NA
Suchismita Singh 7381144748	M.Phill	Joda Women's College, Keonjhar	44900p.m
Laxmipriya Patra 7978405368	Post Graduation	Govt. Women's Higher Secondary School, Jeypore	20000p.m
Narmada Das 8260474590	Post Graduation	Christ College, Chandi Chhak Masik Patna	6000p.m
Arshi Mumtaz 9348164900	Post Graduation	Christ College, Chandi Chhak Masik Patna	6000p.m
Pravasini Patra 9438712050	Post Graduation	Dev International School, Jajpur	20000p.m
Shreesa 8144558580	Post Graduation	Deitician.	NA
Suprava Biswal	2022	Revenue department ,Govt of Odisha	4lakhs/annum
UJJAYENE SAHU	2022	INFOSYS	2.5Lakhs/annum
ANKITA SAHOO	PG	ANKITA SAHOO,CUSTOMER CARE EXCECUTIVE,LAYAM FLEXI SOLUTIONS.PVT.LTD	17530p.m
HARAPRIYA OJHA	PG	SALES OFFICER AT SPERK MEDICARE,PVT.LTD	NA
Kalpana Behera, 9348333151	**PG Completed,2023**	**Guest Faculty, GOVt. upgraded Higher Secondary School,Narashingpur**	**20,000/-p.m**