ODISHA HIGHER EDUCAITON PROJECT FOR EXCELLENCE & EQUITY

TEMPLATE FOR

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

HIGHER EDUCATION DEPARTMENT

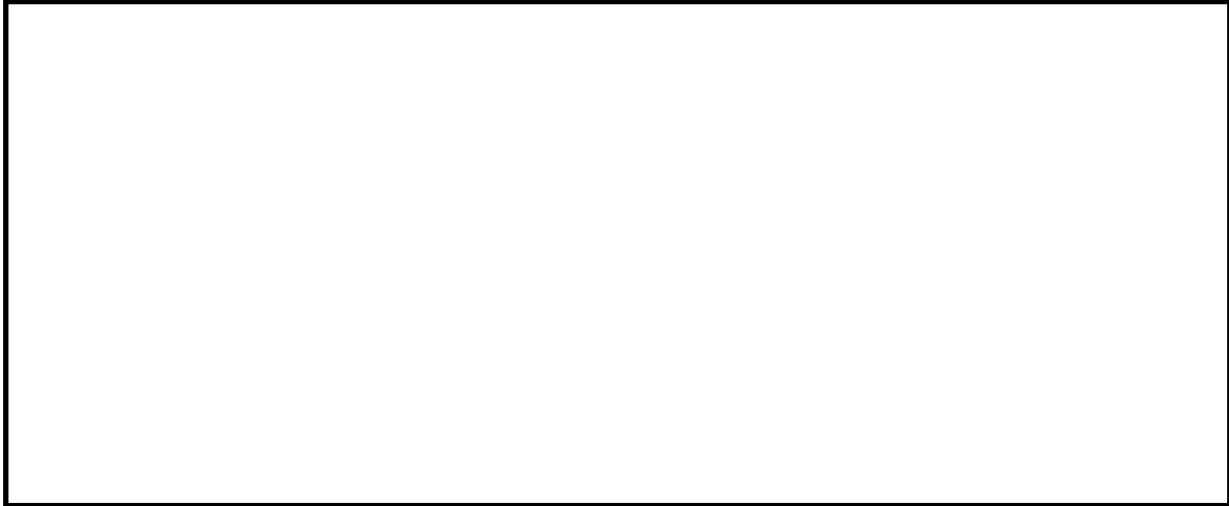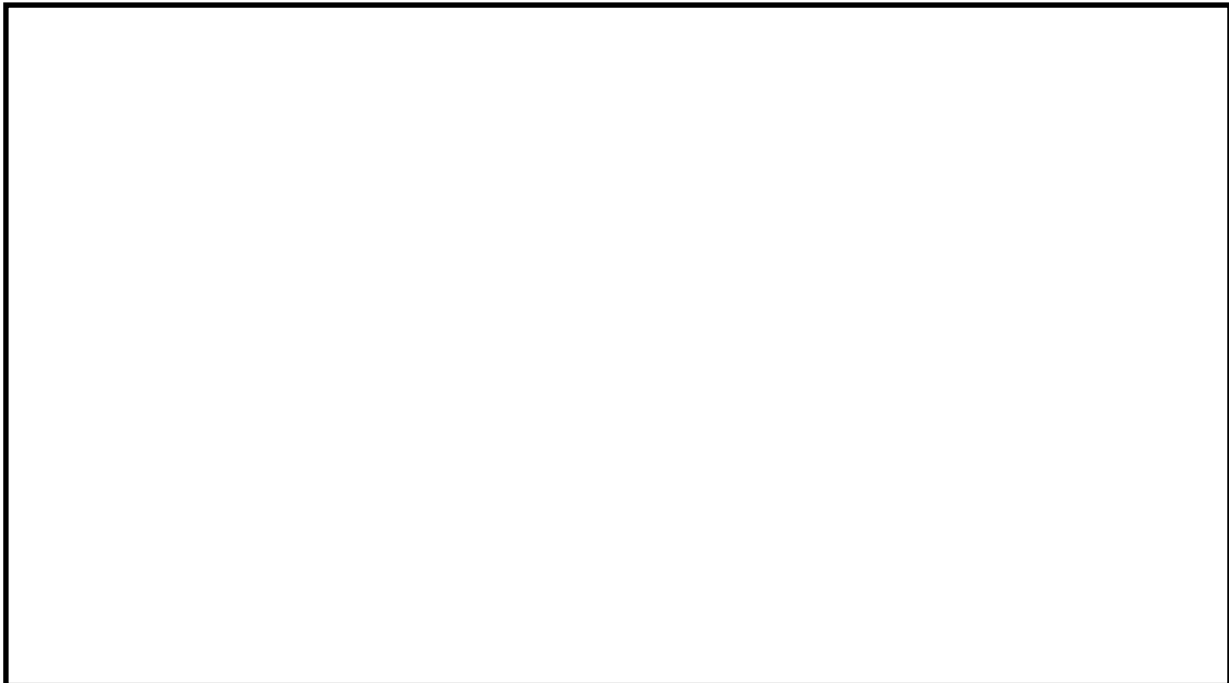## GOVT. OF ODISHA

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General Instructions

I. Objectives of the IDP:
   i. Clearly define the mission of the institution.
   ii. In light of the mission, carry out a needs assessment based on wide consultations to identify the goals, priorities and commitments of the institution.
   iii. Quantify the institution's goals using indicators and time-bound targets.
   iv. Based on goals and priorities— identify capacity (human and financial) and organizational gaps and steps to bridge these gaps.
   v. Develop annual activity plans which result, sequentially, in achieving the institution's goals. These activity plans will also serve as a tool for monitoring the implementation of the IDP.

II. The IDP will be prepared for a period of five years, and contain a description of measures for sustainably beyond this period.

III. The IDP will be a living document, evolving as the strategic planning capacity of the institution increases. The indicators and targets, however, will be agreed in an MOU between the Department of Higher Education and the institution. These can only be amended with the Department of Higher Education's consent.

IV. The section titled 'Baseline Data' specifies the sources of data to be used for each table. Data on any variable contained in these tables shall be drawn from the same source when it appears in any other part of the IDP.

V. IDP Development Steps:
   i. Identify the Coordinator in charge of developing the IDP and assign responsibilities to other staff.
   ii. Carry out SWOC analysis and needs assessment, documenting the consultations held and the conclusions and recommendations reached.
   iii. Based on the needs assessment, identify the goals, priorities and commitments of the institution.
   iv. Draft an initial version of the IDP including indicators and time-bound targets.
   v. Share the initial draft of the IDP for consultations with all stakeholders.
   vi. Finalise the IDP, based on the comments received.
   vii. Identify the activities required to achieve the goals stated in the IDP and incorporate them into annual activity plans.

VI. IDP implementation grants will be awarded based on a competitive selection process carried out by a committee appointed by the Department of Higher Education. Approved IDPs will be published on the institution's website.

VII. The institution will be responsible for reporting to the Department of Higher Education on IDP implementation and progress against targets, based on timelines and formats prescribed by the Department and contained in the MOU.

Vision and Mission

Describe the institution's vision for its future— the institution's expectations for its future self, embodying where the institution wants to be.

Describe the overall mission and purpose of the institution.

1. INSTITUTIONAL BASIC INFORMATION

1.1.　　Institutional Identity:

A. Name of the Institution:

　　　• Is the Institution approved by regulatory body?: Yes/No

　　　• If yes, Furnish approval no. :

B. Type of Institution: Govt. /Govt. aided/Private unaided/Autonomous/Self-financing/ Any Other

C. Status of Institution: Autonomous Institute as declared by University / Non-autonomous /

Deemed University / Constituent Institution/Specialised College

D. Category: Co-education/Girls/Tribal/Differently-able

E. Location: (urban/rural/tribal)

F. Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name & Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)				
• IDP Institutional Coordinator • IDP Institutional Associate Coordinator				
Nodal Officers for:				
Academic Activities				
Civil Works including Environment Management Procurement				
Financial aspects				

Equity Assurance Plan Implementation				

1.2 Academic Information :(2016-17)

Sl. No.	Title of programs	Level(UG, Diploma, PG, PhD)	Duration (Years)	Year of starting	Sanctioned annual Intake	Total student strength

1.3 Establishment Details:

Sl. No.	Establishment Details	
1	Year of establishment	
2	Name of University to which Affiliated	
3	Name of other Universities to which Affiliated	
4	The statutory body through which recognised	
5	Year of Affiliation with University and Nature of Affiliation	

1.4 Accreditation Details:

1.4.1 NAAC accreditation and UGC autonomy

	Date of Application (LOI & SSR submitted)	Date on which accreditation was received	Grade	Valid till
1st Cycle				
2nd Cycle				
3rd Cycle				

Date of submission of the Annual Quality Assurance Report for the current year: _____.Has the college been granted UGC autonomy? _____ . If yes, by order number_____, dated _____.

1.5 Faculty Status (Regular/On-Contract Faculty as on March 31st, 2016)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty
		Doctoral Degree				Master's Degree				Bachelor Degree						
		Sc/Arts/Com Disciplines		Other Disciplines		Sc/Arts/Com Disciplines		Other Disciplines		Sc/Arts/Com Disciplines		Other Disciplines				
		R	C	R	C	R	C	R	C	R	C	R	C			
Professor																
Associate Professor																
Asst. Prof																

(Prof = Professor, Asso Prof = Associate Professor, Asst Prof = Assistant Professor, R=Regular, C=Contract)

1.6 Course and Examination Details:
1.6.1 Courses Offered

Sl. No.	Parameters	Programme Wise					
		UG	Diploma	PG	MPhil	PhD	Total
1	Type of Courses (Traditional/semester/CBCS						
2	Examination Pattern (Annual/Semester/CBCS)						

1.6.2 Examination Results

(a) Examination results for [previous academic year] (undergraduate)											
		SC		ST		Other Reserved Categories		General		Total	
		M	F	M	F	M	F	M	F	M	F
1st year	Appeared										
	1st division										
	2nd Division										
	3rd /Pass										
	% failed										
2nd year	Appeared										
	1st division										
	2nd Division										
	3rd / Pass										
	% failed										
3rd year	Appeared										
	1st division										
	2nd Division										
	3rd / Pass										
	% failed										

(a) Examination results for [previous academic year] (postgraduate)											
		SC		ST		Other Reserved Categories		General		Total	
		M	F	M	F	M	F	M	F	M	F
1st year	Appeared										
	1st division										
	2nd Division										
	3rd Division										
	% failed										
2nd year	Appeared										
	1st division										
	2nd Division										
	3rd Division										
	% failed										

1.7   Students' Profile

1.7.1 Enrolment (During 2016-17)

Sl No.	Student Details	UG 1st yr	UG 2nd yr	UG 3rd Yr	PG 1st yr	PG 2nd yr	Others, yr-wise	Total
1	No. of students in all programs							
2	No. of women students in all programs							
3	No. of SC students in all programs							
4	No. of ST students in all programs							
5	No. of Physically Challenged (PC)students in all programs							

1.7.1(a)   Dropout (2016-17) (Excluding inter-college transfers, jobs etc.,)

Sl No.	Student Details	UG 1st yr	UG 2nd yr	UG 3rd Yr	PG 1st yr	PG 2nd yr	Others, yr-wise	Total
1	No. of students dropped out in all programs							
2	No. of women students dropped out in all programs							
3	No. of SC students dropped out in all programs							
4	No. of ST students dropped out in all programs							
5	No. of Physically Challenged (PC) students dropped out in all programs							

1.7.2 Fellowship / Scholarship / Fee subsidy

1	No. of students receiving govt. fellowships and other resources in general category							
2	No. of women students receiving govt. fellowships and other resources							
3	No. of students receiving govt. fellowships and other resources in SC category							
4	No. of students receiving govt. fellowships and other resources in ST category							
5	No. of students receiving govt. fellowships and other resources in PC category							

1.7.3 Educational Loan

1.	No. of students availing educational loans in general category							
2.	No. of women students availing educational loans							
3.	No. of students availing educational loans in SC category							
4.	No. of students availing educational loans in ST category							
5.	Students availing educational loans in PC category							

1.7.4 Placement

1.	% of UG students placed through campus interviews in the year 2015-16							
2.	% of PG students placed through campus interviews in the year 2015-16							

1.7.5 Other Activities

2	What are the different social outreach programme students are involved with (NSS, NCC, YRC, etc.) No. of students involved in each programme:							
3	How many women students of the institution participate in self-defence programme offered by the college?							
4	No. of students participated in the programmes: a) Swachha Bharat Aviyan b) Blood Donation c) Body Donation, d) Any other, Please specify							

1.8.Facilities (Lab/Library/Hostel)

A. Laboratory

Sl. No.	Parameters	Programme Wise					
		UG	Diploma	PG	MPhil	PhD	Total
1	Does the institute have computer laboratory? If yes specify the no. of computers.						
2	Number of fully functional P-5 and above level computers available for students in the year 2015-16						
3	a) Does the institute have laboratories for each class of UG and PG courses? If yes, 1. specify subject-wise student capacity of the lab 2.number of subject-wise students enrolled b) Do the laboratories have sufficient equipments available for students?						

B. Library

Sl. No.	Parameters	Programme Wise					
		UG	Diploma	PG	MPhil	PhD	Total
1	Is the library system computerized?(Yes/No)						
2	Total number of text books and reference books available in library for students in the year 2015-16						

3	Total number of reference books available in library for students in the year 2015-16						
4	Total number of e- books available in library for students in the year 2015-16						
5	Total number of journals and e-journals available in library for students in the year 2015-16						
6	Total number of audio books, CD & Videos available in library for students in the year 2015-16						
7	a) Is the library accessible differently able students? b) If yes, describe the facilities, provided;						

C. Hostels (boys)

Sl. No.	Parameters	Programme Wise					
		UG	Diploma	PG	MPhil	PhD	Total
1	Does the college/Institute have Student Hostel(Yes/No)						
2	If Yes, Number of Hostels						
3	Intake Capacity						
4	Present students strength						
5	No. of ST students among sl.no 4 above						
6	No. of SC students among sl.no 4 above						
7	No. of differently abled students among sl.no 4 above						

8	Facilities(Common room, Food, Games & Sports, Reading room etc.					
9	Hostel accommodation fees per month					
10	Hostel mess fees per month					
11	Mess management (fully by students/fully by college admin/ both)					
12	Are the hostels accessible to differently able students?					

C. Hostels (Girls)

Sl. No.	Parameters	Programme Wise					
		UG	Diploma	PG	MPhil	PhD	Total
1	Does the college/Institute have Student Hostel(Yes/No)						
2	If Yes, Number of Hostels						
3	Intake Capacity						
4	Present students strength						
5	No. of ST students among sl.no 4 above						
6	No. of SC students among sl.no 4 above						
7	No. of differently abled students among sl.no 4 above						
8	Facilities(Common room, Food, Games & Sports, Reading room etc.						
9	Hostel accommodation fees per month						

10	Hostel mess fees per month					
11	Mess management (fully by students/fully by college admin/ both)					
12	Are the hostels accessible to differently able students?					

1.9 Research and Development

1.9.1 Research Projects (Since 2012)

Sl.No.	Research Projects	Funding Agency	Amounts	Completed since 2012	ongoing	Sanctioned	Submitted
1	No. of Major Research Initiatives						
2	No. of Minor Research Initiatives						
3	Interdisciplinary Projects						
4	Industry Sponsored						
5	Projects sponsored by University and College						
6	Student Research Projects						
7	Any other,specify						
8	Total						

1.9.2 Patent (Since 2012)

Sl No.	Details	Type of Patent		
		National	International	Commercial
1	Number of patents obtained since 2012			
2	Number of patents filed since 2012			

1.9.3 Innovation/Incubation

Sl No.	Details	Type of Innovation Process/ Incubation Centre		
		National	**International**	**Commercial**
1	Number of a) Innovation Process b) Incubation Centre completed by 2012			
2	Number of a) Innovation Process b) Incubation Centre started since 2012			

1.9.4 Seminar Conference Organised (since 2012)

Sl No	Level	International	National	State	University	Funding agency with amount
1	Number					
2	Sponsoring Agencies					

1.9.5 Teachers' Participation in Seminars/Conferences

Sl No	Level	International	National	State	University	Funding agency with amount
1	Number					
2	a) Participated b) Presented paper					

1.9.6 Research Publications (Since 2012)

Sl No.	Details on Research Publications	Scopus Indexed	Web of Science	International	National	State	Department
1	Peer Review Journals						
2	Books						
3	Chapters in Books						
4	Non-Peer Review Journals						
5	e - journals						
6	Conference Proceedings						

1.9.7 Consultancy (Since 2012)

Sl No.	Organisation/Agency	No. of consultancy	Revenue generated	Completed	Ongoing
1	Central Govt.				
2	State Govt.				
3	Industry				
4	Others, Specify				

1.9.8 Research Programs (Since 2012)

Sl No.	Research	Number
1	PhD awarded from the institution	
2	PhD student enrolled	
3	Research scholars receiving fellowship	
4.	Self-sponsored research scholars	
5.	Teachers recognised as guides	
6.	Teachers acquired Ph. D.	
7.	Teachers acquired M. Phil.	

1.10. Sports and Culture

Sl No.		State/University Level	National level	International Level
1	A) Does the college have quota for admission of students with sports/culture background?(Yes/No) B) If yes, mention the level of participation.			
2	If yes, how many students came in through such quota?			
3	Is there any Sports Scholarship given to students			

4	Broadly, what are the fields of sports/culture pursued by students in the institutions?			
5	Does the college have any infrastructure to support sports and games of the students?			
6	Does the college have any trainer to support the students?			
7	No. of students participated in Sports, Games and other events			
8	No. of students participated in cultural events			
9	Is there a Cultural Club?			
10	Does the college have open Field facilities to support the students?			
11	Does the college have Indoor game facilities to support the students?			
12	Does the college have Gym facilities to support the students?			
13	No. Of students won medals in sports			
14	No. of students participated in annual sports			

1.11 Financial Reports

A. Total Income				
Sl No.	Category/Head	FY 2016/2017	FY 2015/2016	FY 2014/2015
		(budgeted)	(actual)	(actual)
Grants: National				
1	UGC			
2	Distance Education Council			
3	Other Central Govt. Departments			
Other Grants				
4	Grants received from state government			
5	Grants received from local bodies			
6	Donation			
7	Tuition fees			
8	Development fees			
9	Other fees			
10	Interests			
11	Sale of Application forms			
12	Other			

B. Total Expenditure				
Sl No.	Category/Head	FY 2016/2017	FY 2015/2016	FY 2014/2015
		(budgeted)	(actual)	(actual)
1	Salary, Allowance and Retirement benefits			
2	Buildings (Construction and Maintenance)			
3	Library and Laboratory			
4	Scholarships			
5	Grants to College			
6	R &D			
7	Sports			
8	Other Expenses			
9	Accounts (Audit) Status, whether audited? (Yes/No) If yes, by Local Fund/ CA			

2. NEED ASSESSMENT

2.1. Curriculum Excellence (Only Sl.no.4 be filled by government and aided colleges)

Sl. No.	Describe	
1	When the curriculum was updated last?	Year:
2	How frequently (time duration) the updating is done?	

3	Does the curriculum help the students in
	    A. Skill development
	    B. Enhancing Employability
	    C. Generating interest among students for learning higher courses
	    D. Any other, Please Specify.	

4	State the learning outcome in terms of
	a. Exam result (2015-16)
	    I. Above 75%
	    II. 51% - 75%
	    III. Pass and upto 50%
	    IV. Failed %
	b. Placement (2015-16)
	I. % of students employed after completion of course
	II. % of Students progressing to Higher Studies	

5	No. of application received during last three years for each programme:
	    a. 2014-15
	    b. 2015-16
	    c. 2016-17	

6	No. of students applied per seat for each	

	programme	
7	Mention the top five programmes opted by the students	
8	What is the students' progression rate for higher studies?	

2.2. Pedagogical Excellence

Sl.No.	Describe	
1	What are the teaching-learning systems currently followed in the institution? (for example, IT enabled learning, traditional method, Experiential method, Team Problem solving, etc)	
2	Whether practical orientation in relation to teaching- learning system is given to students?	
3	Is an introductory lecture given on the practical utility of the subject for each paper?	
4	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations etc.) used for teaching students?	
5	Does the institution conduct regular industry-academia interface? If yes, Mention the number during 2015-16	
6	What are the innovative teaching practices (like- smart classroom, conferencing etc.,) adopted in the institutes?	
7	a. Does the Institute have the practice of collecting feedback from students? b. Does the institute implement the suggestions from students' feedback for improving pedagogy?	

2.3. Academic Administration

Sl.No.		
1.	Does the institute have academic calendar for the year?	Yes/No
2.	Does it follow academic calendar strictly?	Yes/No
3.	Does the institute have following systems: a. Mentoring system b. Proctorial system c. Tutorial system d. Counseling system	

4.	Whether detailed lesson plans are given to students?	Yes/No
5.	If yes, Is the lesson plan followed strictly?	Yes/No
6.	What type of monitoring system is followed for completing course within set timeframe?	
7.	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute? What is the method of intimation?	
8.	What type of feedback system is used for appraising the performance of faculty members? 　a. 360 degree 　b. Students' feedback 　c. Self-appraisal 　d. CCR	
9.	Is the rating communicated to teachers for improvement?	Yes/No

2.4. Examination Reforms(for Universities and autonomous colleges only)

Sl.No.	Describe	
1	What type of examination pattern followed in the institution? 　a. Annual 　b. Semester 　c. Any other, Please specify	
2	What is the question patterns followed for examinations? 　a. Objective 　b. Subjective 　c. Any other, Please specify	
3	Whether practical examinations are integrated with the examination system?	
4	Whether Case study/ presentation are part of the examination system?	
5	What types of reforms are required in the present examination system?	
6.	Is the examination system a continuous one? If yes, Please mention in detail	
7.	Is the evaluation system computerised?	Yes/No
8.	What is the days' gap between completion of examination and publication of result?	
9.	Should the gap be reduced?	Yes/No
10.	If Yes, Please suggest how?	

2.5. Infrastructural Development & Maintenance

Sl.No.	Describe	
1	What type of expansion work is required for existing infrastructure? Is own land available for this?	
1(a)	Are men and women hostels adequate as per demand? If expansion required, is own land available?	
1(b)	Are men and women toilet blocks adequate as per demand? If expansion required, is adequate space available?	
2	What type of modernisation/renovation works are needed for existing infrastructure? (Laboratories, Library, hostels, Networking, Smart classrooms etc)	
3	Whether creation of a laboratory / centralized computing / instrumentation facility is required?	
4	What type of sophisticated equipments relevant to growth of different specializations are required by the institution?	
5	What type of infrastructural development work required for non-academic area for the institution (parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	
6	What type of infrastructural development work is needed for making them accessible for differently-abled students?	
7	Does the institute maintain the academic and non-academic infrastructure areas?	
8	What are the monitoring mechanisms followed for maintenances?	

2.6. Collaboration / Partnering with Knowledge and skill Hubs

Sl.No.		
1	What steps have been taken by the institute to enrich the intellectual Capitals	
2	What steps have been taken to acquire best and improved administrative and technical acumen for the institution?	
3	What type of institutional/departmental collaborations the institution has with others?	

Sl.No.		
4	Does the institution have Faculty Exchange Programme (National & International)?	
5	Does the institution have student exchange programme (National & International)?	

2.7. Effective institutional governance

Sl.No.		

1	Does the institution have duly constituted governing body?
	    a. If yes, has it been approved?
	    b. How frequently the Governing body meets?
	☐ Yearly
	☐ Biannually
	☐ As and when required	

2	Does the institution have E-Governance project (ERP & MIS) implemented?	
3	How record keeping and data management is done in the institute?	
4	What type of library management system is there in the institute?	
5	What type of financial management and accounting system is followed in the institute?	
6	Does the institute have its own active website? If yes, mention web address	

2.8. Stakeholders Involvement

Sl. No.		
1	Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff?	
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial	

	affairs by involving Students?	
5	Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities?	

2.9. Manpower Management

Sl.No.	Describe	
1	Does the institute have adequate and skilled manpower (both teaching and non-teaching)	
2	What type of promotion system practiced in the institute?	NA

3	Does the institute have a grievance redressal mechanism? Do they represent all the stakeholders? Specify.
	    a. For Staff
	    b. For Students	

4	What type of staff engagement practices (academic, behavioural &organisational) are followed in the institute?
	    a. Regular time-bound promotion
	    b. Regular training
	    c. Counseling on Performance
	    d. Any other. Please specify	

2.10. Legal Compliances

Sl.No.	Describe	
1	How the institute deals with legal issues?	
2	Does the institute have any legal cell?	
3	Does the institute have any designated officer to deal with legal issues?	

4	Whether the institution is having the following:
	    a. Equal Opportunity Cell
	    b. Sexual Harassment Cell
	    c. Anti-ragging Cell
	    d. Disciplinary Committee	

Sl.No.		
	e. Any other, Please specify	
5	Does the institute manage RTI and Intellectual Property Right?	

6	Has the institute made mandatory disclosures? If yes, how does it display?
	    a. In website
	    b. At college notice board
	    c. Any other	

2.11. Creating Institutional Brand Image

Sl.No.	Describe	
1	What steps taken by the institute for building brand image?	
2	Has the institute adopted any innovative practices to build the institutional brand image?	
3	Does the institute have any centre of excellence?	
4	What steps are adopted for promoting the institute as Centre of Excellence?	
5	Whether multi disciplinary approach is followed to build and nurture effective brand image?	

2.12. Research & Development

Sl.No.	Describe	
1	What are the research initiatives taken by the institute?	
2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	
4	Has the institute handled Inter disciplinary project?	
5	Has the institute worked on student research project?	
6	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs?	

Sl.No.		
	If yes, give details.	
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	

2.13. Social Outreach Programmes

Sl.No.	Describe	
1	What are social outreach activities the institute is involved with? Provide details.	
2	Is there any community/peripheral development programme organised by the institute? If yes, mention details.	
3	Does the students participate in sports activities (State/National/International)? Provide details.	
4	Does the students involve with organisations like NSS/NCC/Red Cross?	
5	Are the students given training on self-defence, Yoga & Meditation to augment their physical and mental fitness?	

2.14. Monitoring and Evaluation

Sl.No.	Describe	
1	Does the present administration, academic and financial system need monitoring and development for flawless implementation?	
2	Does the institute have IQAC cell? If yes, State the major functions of the cell.	
3	Give details of number of meetings held by IQAC for last 3 years.	
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	
5	Mention the audits last done:	
6	What type of decision mechanism adopted by the institute (Centralised/Decentralised) Elaborate	
7	Does the present system have clarity of control mechanism of the system? Elaborate	

2.15. Employment

Sl.No.	Describe	
1	What are the most important industries in the geographical area of the institute?	
2	Which industries employ the most college graduates?	
3	Which industries provide the best jobs?	

4	Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)
	  a. Currently, what jobs are most available in the area?
	  b. What skills do these jobs require?
	  c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	

5	a. What jobs are seeing growth in the area?
	  b. What will be the jobs of the future?
	  c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	

6	a. What specific skills or attributes are local employers seeking in their employees?
	  b. What skills do they need, but do not get in local hire?
	  c. For self-employment, besides skills, what are the other constraints that youth may face?
	  d. What kind of support do they need?	

7	Has the college organised campus placement for 2015-16. If yes
	  a. No. Of companies attended
	  b. No. Of students recruited on-campus	

8	Does the college train students on interview skills like CV preparation, Group discussion, soft skills etc.,?	

Which of the following were conducted to arrive at these needs? (Only mark 'Yes' if the minutes of the proceedings are on record)

Surveys of students: Yes/No

Surveys of local industry: Yes/No

Consultation with industry: Yes/No

Consultation with students: Yes/No

Workshop on IDP: Yes/No

2.16. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment?	
2	What are the employment outcomes for female students after passing out of the institution?	
3	What is the academic/skill training support that female students may need for improving employability?	
4	Do all women students wanting hostel accommodation get it on priority from 1st year onwards?	
5	a. What academic programs are Scheduled Caste/Tribe students currently enrolling in? b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?	
6	What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?	
7	What is the academic/skill training support that SC/ST students may need for improving employability?	
8	Do all SC/ST students wanting hostel accommodation get it on priority from 1st year onwards?	
9	c. What academic programs are differently-abled students currently enrolling in? d. What academic programs are differently-abled students seeing growth in enrolment?	
10	What are the employment outcomes for differently-abled students after passing out of the institution?	

11	What is the academic/skill training support that differently-abled students may need for improving employability?	
12	Do all differently-abled students wanting hostel accommodation get it on priority from 1st year onwards?	

3. STRATEGIC GOALS

(These are indicative on only. Institutions can set their strategic goals in their own words)

- Supporting the overall academic success of students

- Increasing overall graduation rates

- Increasing overall retention rates

- Creating opportunities to gain knowledge, skills, and credentials in high demand fields

- Identifying new sources of funding for university activities

- Enhancing the university's regional and national reputation

- Increasing the graduation rates of under-represented students

- Improving the employment placement rate of students after graduation

- Improving communication with key stakeholders

- Increasing the retention rates of under-represented students

- Increasing support for the academic success of under-represented students

- Increasing grants and contracts activity

- Enhancing institutional network capacity

- Improving alumni engagement

- Fostering greater engagement with the local community

- Building environmentally sustainable campus facilities

- Improving the recruitment of non-traditional students

- Any others

4. DEVELOPMENTAL OBJECTIVES

For each heading, the number of objectives and the list of activities under each objective can be less than or more than three as per plan.

(Example:

4.1.Goal: *Supporting the overall academic success of students*

☐ Objective: Ensure high-quality academic counselling throughout the university

☐ Objective: Ensure that students who are falling behind receive additional academic support

☐ Objective: Expand tutoring and other academic assistance programs

4.2.Goal: *Creating opportunities to gain knowledge, skills, and credentials in high-demand fields*

☐ Objective: Identify high-demand fields that fit with the mission of the university and complement the institution's current offerings

☐ Objective: Add new programs and expand current programs in high-demand fields

cont......... **)**

4.1. Curriculum Excellence Objectives (for Universities/ autonomous colleges only)

Based on the Needs Assessment undertaken in earlier section, please define the objectives and the required activities

In the table below, list out the objectives of your strategic plan that relates to developing your Curriculum. Ensure that your objectives for developing your curriculum contribute to meeting the needs of your institute, listed earlier. Additionally, ensure

that these objectives are reasonably attainable considering your institutional capacity and likely funding support	
Objective 1	
Objective 2	
Objective 3	

List the activities required to meet Curriculum Excellence Objectives

Objective 1									
Sl. No.	Activitiy	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainabil ity plan
1									
2									
3									

Objective 2									
Sl. No.	Activitiy	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainabil ity plan
1									
2									
3									

Objective 3									
Sl. No.	Activitiy	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainabil ity plan
1									
2									
3									

Define objectives and required activities for the goals below as applicable for your institution in the same format as above

4.2. Pedagogical Excellence

4.3. Academic Administration

4.4. Examination Reforms (for Universities/ autonomous colleges only)

4.5. Infrastructural Development & Maintenance

4.6. Partnering with Knowledge Hubs

4.7. Automation and Information Technology

4.8. Stakeholders Involvement

4.9. Manpower Management

4.10. Legal Compliances

4.11. Creating Institutional Brand Image

4.12. Research & Development

4.13. Social Outreach Programmes

4.14. Monitoring and Evaluation

4.15. Employment

4.16   Supporting Students from Disadvantaged Backgrounds

4.17   others

5. Metrics & Targets

Provide the targets against the deliverables as listed below

Indicator	Present Rating	Target Rating (after 5 years)
GOVERNANCE QUALITY INDEX -		
% of Faculty Positions vacant		
% of Non-teaching staff to teaching Staff		
Total no of under graduation programs		
Total no of post graduate programs		
Total no of doctoral programs		
Faculty appointment - turn around/ cycle time in months (not applicable for Govt. colleges)		
Delay in payment of monthly salary payment of faculty		
ACADEMIC EXCELLENCE INDEX -		
Delay in exam conduction and declaration of results *		
Plagiarism Check *		
Accreditation		
Teacher Student ratio		
% of Visiting professors *		
% of students passing out with 60% or more marks		
% of graduates employed by convocation		

% Number of students receiving awards at National and International level		
% of expenditure on Library, cyber library and laboratories per year		
% of faculty covered under pedagogical Training		
% of faculty involved in "further education"		
Dropout rate		
No of foreign collaborations		
Subscription to INFLIBNET		
EQUITY INITIATIVE INDEX -		
SC Student%		
ST Student%		
Gender Parity		
Existence of CASH (Committee Against Sexual Harassment)		
Existence of Social Protection Cell		
Language assistance programs for weak Students		
REASERCH AND INNOVATION INDEX		
Per-faculty publications		
Cumulative Impact Factor of publication		
H Index of scholars		
% of staff involved as principal researcher		

% of research projects fully or more than 50% funded by external agencies, industries etc.,		
Total no of patents granted		
% of faculty receiving national/ international awards		
% of research income		
Doctoral degrees awarded per academic Staff		
% doctoral degrees in total number of degrees awarded		
% expenditure on research and related Facilities		
Digitization of Masters and Doctoral thesis		
UPE/CPE		
% of Income generated from non-grant Sources		
STUDENT FACILITIES -		
No of new professional development Programs		
Existence of Placement Cells and Placement Plan		
% of expenditure on infrastructure maintenance and addition		
Availability of hostel per out-station female student		

Availability of hostel per out-station male student		
Student Experience Surveys		
Infrastructure and Others -		
%Income generated from training courses		
% Income generated from consulting		
Computer coverage		
Internet connectivity of Campus		

* Only for Universities / autonomous colleges

6. Institutional Project Budget (Rs. in Crore)

Sl. No	Activities	Project Life Allocation	Financial year				
			2016-17	2017-18	2018-19	2019-20	2020-21
1	Infrastructure						
	1. Modernization and strengthening of laboratories including contractual technicians recruitment						
	2. Establishment of new laboratories for existing UG and PG programs and for new PG programs including contractual technicians recruitment						
	3. Modernization of classrooms						
	4. Updation of Learning and training Resources						
	5. Procurement of furniture						

	6. Establishment/ Upgradation of Central and Departmental Computer Centres including contractual technicians recruitment						
	7. Modernization/improvements of supporting departments						
	8. Modernization and strengthening of libraries and increasing access to knowledge resources						
	9. Refurbishment (Minor Civil Works)						
	10. Students residential infrastructure like hostel, mess etc.,						
2	Research and development support						
	Providing Teaching and Research Assistantships to existing and new M.Phil and Ph.D programs						
	Provision of resources for research support						
	Enhancement of R&D and institutional consultancy activities						
3	Faculty Development Support						
	Faculty and Staff Development (including …. pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on Training Needs Assessment						
4	Institutional reforms						
	Technical assistance for procurement and academic activities						
	Institutional management capacity enhancement						
5	Academic support						
	Creation of new departments/courses						

	Enhanced Interaction with Industry						
	Temporary faculty engagement						
	Student support activities						
6	Others						
	TOTAL						

Note   -   Maximum Institutional Project Budget can be Rs. 10 crores.

Annexure I   :   Documents on Stake holders consultation

Annexure II   :   SWOC analysis

Annexure III :   Latest NAAC recommendations (for accredited colleges)