



# **INSTITUTIONAL DEVELOPMENT PLAN**

***Submitted by:-***

**NIGAMANANDA MAHILA (DEGREE)**

**MAHAVIDYALAYA**

**CHARICHHAK,PURI**

**752113**

**ODISHA**

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## Principal's Foreword

NigamanandaMahilaMahavidyalaya stands as a symbol of progressive, spiritual, and quality education. Guided by the motto to 'Build the Future Citizen', our institution is committed to nurturing young minds to become confident, competent, and compassionate individuals.

We believe that education is not confined to academics alone. Our goal is to provide holistic development- encouraging our students to excel not only in studies but also in spiritual growth, moral values, and sports. We are fortunate to have a team of dedicated and experienced professionals who treat teaching as a passion and a calling. They work tirelessly for the growth and welfare of our students, especially young women, shaping them into responsible future citizens.

At NigamanandaMahilaMahavidyalaya, we emphasize the importance of values, discipline, and character-building. Our teaching methods are based on carefully planned and thoughtfully executed strategies, designed to bring out the best in every student. We are supported by a strong community of stakeholders who actively contribute to the overall development of both students and faculty.

This institution carries forward the vision and dreams of its founders and local visionaries, striving continually to reach new heights of excellence. We inspire our students to dream beyond boundaries, to embrace inquiry and innovation, and to contribute effectively towards nation-building. Our vision is to enhance our visibility by fostering quality, employability, inclusiveness, and empowerment of women, ensuring that our graduates are not only academically accomplished but also compassionate, self-reliant, and ready to contribute meaningfully to society.

*"We cannot always prepare the future for our children,  
but we can always prepare our children for a better future."*

**(Smt. MitraMohapatra)**

Principal  
NigamanandaMahila (Degree)Mahavidyalaya  
Charichhak, Puri

## **Brief History of the College**

In the year 1982, a visionary group of intellectuals from Charichhak, Brahmakundi, Puri embarked on a transformative mission: to establish a women's college in a rural area where higher education for girls was considered a distant dream. At that time, the absence of nearby colleges and prevailing social attitudes meant many guardians hesitated to support their daughters' education, prioritizing marriage over academic aspirations. Despite these challenges, the unwavering determination of local leaders, teachers, and community members set the foundation for what would become a beacon of women's empowerment.

Overcoming initial skepticism, the founding team, led by the then Principal Smt. Santilata Senapati, tirelessly campaigned door to door to encourage guardians to enrol their daughters. Their collective efforts, supported by notable figures such as Sri Rabindra Kumar Sethy, Late Smt. Labanyarekha Mitra (Deputy Secretary to Government of Odisha), Late Ganashyam Swain, Sj. Sanatan Patra, Sj. Radhashyam Pradhan, Sj. Benudhar Sethy, Sj. Baidhar Mallick (former MLA), and Sj. Sameer Ranjan Dash (former local MLA), gradually transformed mindsets and inspired confidence in the value of women's education.

The early years were marked by significant infrastructural and financial constraints. With the generosity of the Headmaster of Brahmakundi U.P. School, a single classroom was allocated for college activities. The modest beginnings saw a student intake of fewer than twenty-one, and the college faced persistent financial hurdles, with lecturers volunteering their services without regular salaries. Their sacrifices were instrumental in sustaining the institution during its formative phase.

After three to four years, the college relocated to its own asbestos-roofed building, and in 1986, it received official recognition and affiliation from the Government of Odisha and the Council of Higher Secondary Education. Initially, students appeared for exams privately, but their commendable results gradually won over the community, fostering greater trust in the institution.

The college's journey of growth continued, with the introduction of B.A. (+3) classes in 1989. Within a few years, it evolved into a full-fledged institution offering both +2 and +3 Arts programs, with student numbers surpassing 600. Today, Nigamananda Mahila Mahavidyalaya stands proudly as a comprehensive institution, offering Arts, Science, and Commerce at the +3 level, and serving over 900 young women annually. Through resilience and dedication, the college has become a symbol of progress and empowerment in rural Odisha.

# **Executive Summary**

## **Objective**

The Institutional Development Plan (IDP) of NigamanandaMahilaMahavidyalaya aims to transform the institution into a centre of excellence for women's education in the region, focusing on holistic development through quality education, skill enhancement, and value-based learning to empower young women from underprivileged backgrounds.

The first objective is to secure fund for the developmental needs of the College as it is going through a difficult phase and yet to receive any grant from UGC, in spite of an old and committed institution.

The Second objective is despite of being one of the largest Women's College in the District and region, the College lags behind in many respects and needs to adapt itself to equip its students with changing demands of time. For this reason this IDP will serve the purpose of a perspective and strategic plan for the next 5 years.

The Third objective is to accelerate the process of submission of Institutional Information for Quality Assessment (IIQA) submission and plans to prepare itself well for NAAC accreditation process.

## **Major Plans and Thrust Areas (2024-2029)**

The institution's five-year development strategy encompasses comprehensive infrastructure modernization, academic excellence enhancement, and student support systems strengthening. Key thrust areas include: establishment of modern laboratories with advanced equipment and computer/language labs; digital transformation through campus-wide Wi-Fi, high-speed internet connectivity, and 15 additional smart classrooms; construction of a 100-bed capacity girls' hostel with modern amenities; development of comprehensive sports facilities including indoor games and improved outdoor grounds; implementation of accessibility features for differently-abled students including ramps, accessible toilets, and assistive technology; curriculum enhancement through integration of digital literacy, industry-oriented courses, vocational training programs, and value-based education; faculty development through training programs and research support; establishment of robust administrative, academic, and financial management systems; and creation of dedicated career counselling and placement assistance programs to address employment challenges faced by students

## Budget Requirement

Activities Head	Budget Requirement (in Crores)				
	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>	<u>2028-29</u>
<b><u>Infrastructure</u></b>	26.50	35.6	43.2	50.2	55
<b>Research and development support</b>	2.8	3.25	4.38	5.66	6.80
<b>Faculty Development Support</b>	3	4	5	6	7
<b>Institutional Reforms</b>	1.50	2	2.5	3.25	4
<b>Academic support</b>	5.50	7.37	9.50	11.97	14.05
<b><u>Others</u></b>	2.30	19.60	3.45	4.5	6.5
<b><u>Total =</u></b>	41.6	71.82	68.03	81.58	93.35

# PART - A

## I. Institutional Basic Information

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

Name of the Institution	NigamanandaMahilaMahavidyalaya
Address for communication	Charichhak, Puri,752113
Website	nnmmahavidyalaya.in
Phone no.	
Email	nnmmcollege@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	Charichhak, Puri				
4	Mention the approximate population, the college is catering to the needs of the stakeholders (approximate population of feeder areas)	Above 30,000				

### C. Vision of the Institution:

To become the leading educational institution in the region by championing academic excellence, social consciousness, cultural awareness, inclusive development, while fostering holistic growth of young women- especially from the rural background- by nurturing them with knowledge, skills and values needed to make a lasting impact in their communities and beyond.

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

- To deliver accessible quality teaching, transformative and inclusive education, across Science, Arts, Commerce, and Vocational streams, with a special focus on empowering young women from underprivileged backgrounds through a learner-centered, multidisciplinary curriculum.
- To cultivate all-round development of personalities by integrating cultural awareness, ethical values, compassion, scientific knowledge, and progressive attitudes, ensuring students grow academically, socially, and emotionally in a supportive and safe campus environment.
- To enrich the academic experience with vibrant NCC, NSS, and YRC activities, promoting discipline, leadership, and a spirit of inquiry, innovation, and service-preparing students for higher education, meaningful employment, and responsible citizenship.
- To advance gender equality through skill development, value-based learning, and life skills training, while encouraging entrepreneurial mindsets, and active participation in nation-building initiatives.
- To strengthen institutional excellence through innovative teaching, research, and extension activities, and by providing hands-on learning experiences in collaboration with reputed national institutions, ensuring an inclusive and future-ready academic environment.

Our college aims to shape individuals, who are not just ready for careers but for meaningful contributions to a better future. Operating with decentralized, participatory governance, the institution emphasizes collaboration and high moral values. It ensures inclusivity by welcoming female students from all backgrounds, promoting equal educational opportunities for all.

**E .Core Values of the institution:** *(Pl. briefly mention how the core values are inculcate by the institution and by its stakeholders)*

*(Core values such as:*



**Integrity:** Upholding honesty, transparency, and ethical conduct in all academic and administrative practices

•**Excellence:** Striving for academic distinction and continuous improvement in teaching-learning processes

•**Empowerment:** Fostering women's empowerment through education, skill development, and leadership opportunities

•**Inclusivity:** Promoting equal access to quality education regardless of socio-economic background

•**Cultural Awareness:** Preserving and promoting local culture while embracing global perspectives

•**Harmony:** Maintaining harmony with self & society.

•**Social Responsibility:** Encouraging active participation in community development and nation-building.

F .Is the Institution having a Strategic Plan?

**Yes**

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

**H .Type of Institution:**

Central Govt.	State Government	Govt. Aided	Private Unaided	Autonomous	Self-Financing	Local Body	Any other
-	-	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.	EstablishmentDetails	
1	Year of establishment	1982
2	Name of the University to which the institution is Affiliated	Ramadevi Women's University
3	Year of Affiliation with University	2015-2016
4	Nature of Affiliation ( <i>Permanent/Temporary</i> )	Temporary
5	Current status of affiliation ( <i>active / expire</i> )	Active

#### L. Autonomy Details

Sl.No.	Autonomy Details	
1	Date/year of Autonomy granted	NA
2	Period of Autonomy granted	From ..... to .....
3	Current Autonomy status	NA
4	Plan for fresh Autonomy or extension or renewal ( <i>pl. provide evidence as annexure</i> )	NA

### M. Accreditation Details

Is the Institute accredited? (Yes/No)	No	Period for Institution accredited	From..... to .....
Name of the Accreditation Body	NA	Current Accreditation (active/expired)	NA
Year of last accreditation	NA	Current / Last Accreditation	Grade ..... Cycle .....
Rank in National Institute of Ranking Framework (NIRF) of the institute		NA	

### N. Implementation of core values and principles

Sl. No.	Particulars	Responses
1.	How are the curriculum and academic programs aligned with the core values and principles of the institution?	The curriculum integrates value-based education through dedicated courses on ethics, gender studies, and social awareness. Academic programs in Science, Arts, Commerce streams are designed to promote critical thinking, cultural sensitivity, and social responsibility. Regular seminars / workshops on women's empowerment and leadership are integrated into the academic calendar.
2.	How do the faculty and staff demonstrate and promote the core values of the institute?	Faculty members serve as role models by practicing ethical teaching methods, showing compassion towards students from underprivileged backgrounds, and actively participating in community service. Staff members are trained in gender-sensitive approaches and inclusive practices. Regular faculty development programs focus on value-based education and holistic student development.
3.	What are the yearly training programs, workshops, and seminars organized to enhance skills related to; ( <i>specify in details and add rows if necessary</i> )	
	a) Cultural Competence	Workshops on local cultural heritage preservation, traditional arts and crafts

Sl. No.	Particulars	Responses
		training, and multicultural awareness programs are conducted. Guest lectures by cultural experts and participation in state-level cultural festivals enhance cultural competence. Since the inception of IQAC in 2024, it has been taking various measures to preserve the cultural heritage and Indian Knowledge System.
	b) Inclusive Teaching Practices	Faculties are reoriented regularly on inclusive pedagogy, special needs education awareness, and multilingual teaching approaches through Staff Council meetings and various training programmes. This enables Faculties in addressing diverse learning styles and socio-economic backgrounds of students and other teaching barriers.
	c) Ethical Leadership	Staff Council Meetings have always focus on ethical decision-making, women's leadership in society, and responsible citizenship. Mentorship programs pairing senior and junior faculty members promote ethical leadership practices as well as foster functional leadership and collaboration. YRC, NSS, NCC have led many campaigns in the near by areas for generating awareness, creating social consciousness and progressive attitudes among these stakeholders.
	d) Other values	<p>The SanghaParivar, NigamanandaMahilaMahavidyalaya, Charichhak, Puri has been functional since the inception of the college. It organises regular seminars (<i>Patthachakra</i>), for dissemination of social and spiritual values among students.</p> <p>YRC, NSS, NCC have been instrumental in building sustainable practices inside the campus and develop positive attitude among local people and students on building and preserving sustainable</p>

Sl. No.	Particulars	Responses
		environment.
4.	How does the institution provide programs, resources and services that promote student well-being, personal growth, leadership quality, social responsibility, etc. guided by the institution's values?	The institution offers counselling services, mentorship programs, and personality development workshops. NCC, NSS, and YRC activities provide platforms for leadership development and social service. Skill development programs, career guidance sessions, and entrepreneurship development initiatives support personal growth. Health and wellness programs, including self-defence training for girls, Yoga Classes, Sports activities, ensure student well-being.
5.	How does the Institution engage with the local and global community, applying their core values to contribute positively with regards to social, environmental and economic challenges?	The institution actively participates in community development through NSS activities, environmental conservation projects, and rural outreach programs. Collaborations with local NGOs and government agencies address social issues like literacy, health, The institution actively participates in community development through NSS activities, environmental conservation projects, and rural outreach programs. Collaborations with local NGOs and government agencies address social issues like literacy, health awareness, and women's rights. Students engage in sustainable development projects and participate in national campaigns like Swachh Bharat Mission.
6.	How does the institute communicate their core values and principles through social media, websites and through other publication?	The institution maintains an active website showcasing value-based activities and achievements. Social media platforms like Facebook, X, Youtube, Whatsapp regularly highlight student accomplishments, community service initiatives, and cultural programs. College magazine feature articles on institutional values and their practical implementation. Regular press releases in local media highlight the institution's

Sl. No.	Particulars	Responses
		contribution to society.

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

Name of the Principal with Rank	<b>Smt.MitraMohapatra (Reader in History)</b>
Nature of Appointment: (Regular / In-charge /Any other) (Pl. Specify)	<b>In-charge</b>
Mobile Number (of the Head of the Institute)	<b>7978908559</b>
Landline No. (Office) with code	<b>NA</b>
Email Address	<b>mitramohptra@gmail.com</b>

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

Head and Nodal Officer	Name	Mobile Number	e-Mail Address
IDP Coordinator	Dr.ShreelekhaNayak	8144611191	Shreelekhanayak701@gmail.com
IDP Associate Coordinator	Dr.KirtimayeeRoutraya	9717184346	kirtinnmm@gmail.com
Academic Coordinator	Smt.KananbalaNanda	9437304817	kananbalananda@gmail.com
Coordinator Financial Aspects	Maj.PuspalataDutta	9337409097	Puspalatadutta1972@gmail.com
Civil Works In charge	Smt.KananbalaNanda	9437304817	kananbalananda@gmail.com
Administrative Bursar	Dr Ashok Kumar Biswal	9937394202	ashokbiswal11@gmail.com

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

SI. No.	Details	Response
<b>1</b>	No. of IDP team member	09

2	Does the institute develop any IDP before	No
3	Agency supported/supporting for IDP	NA
4	Duration of previous IDP (from ..... to.....)	NA
5	Key aspects in previous IDP	NA
6	Outcome/achievement of the previous IDP	NA

## II Academic Information

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

Sl. No.	Program/ Course / Subject	Course Duration (In months)	Sanctioned strength	Studentsadmitted in the Academic year (2023-24)				No. of Applications received
				Boys	Girls	Total	Vacancy	
01	HISTORY	36 MONTHS	24	NA	11	11	13	Total Arts =1336
02	ENGLISH	36 MONTHS	08	NA	03	03	05	
03	SANSKRIT	36 MONTHS	48	NA	14	14	34	
04	10ODIA	36 MONTHS	48	NA	44	44	04	
05	EDUCATION	36 MONTHS	32	NA	30	30	02	
06	POL-SCIENCE	36 MONTHS	32	NA	21	21	11	
07	PSYCHOLOGY	36 MONTHS	40	NA	28	28	12	
08	ECONOMICS	36 MONTHS	24	NA	23	23	01	
09	PHYSICS	36 MONTHS	16	NA	14	14	02	Physical Science = 428
10	MATHEMATICS	36 MONTHS	16	NA	12	12	04	
11	CHEMISTRY	36 MONTHS	16	NA	07	07	09	



Sl. No.	Program/ Course / Subject	Course Duration (In months)	Sanctioned strength	Studentsadmitted in the Academic year (2023-24)				
				Boys	Girls	Total	Vacancy	No. of Applications received
12	COMPUTER SCIENCE	36 MONTHS	16	NA	13	13	03	
13	ZOOLOGY	36 MONTHS	32	NA	29	29	03	Biological Science=319
14	BOTANY	36 MONTHS	32	NA	17	17	15	
15	COMMERCE	36 MONTHS	32	NA	13	13	19	Commerce =45

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

Sl. No.	Department/Subject	Total Sanctioned Strength	No. of teaching faculty on the basis of designation									Demonstrators (D)/ Lab Attendants (LA)/ Store Keeper	Total		No. of Teaching Staff with -Doctoral Degree R*
			Professors			Associate Professors/ Readers			Assistant Professors/ Lecturer				Faculty Strength	Vacancy	
			R*	C*	G*	R*	C*	G*	R*	C*	G*				
1.	ECONOMICS	1							3			NIL	3	NIL	0
2	EDUCATION	NIL							3			D-2	5	NIL	1
3	ENGLISH	1							4			NIL	4	1	0
4	HISTORY	2				1			2			NIL	3	1	0
5	ODIA	2							3			NIL	3	1	1
6	POLITICAL SCIENCE	2				1			2			NIL	3	1	1
7	PSYCHOLOGY	1				1			4			D-2, LA-1	7	NIL	1
8	SANSKRIT	1							4			NIL	4	NIL	1
9	COMMERCE	0							2			NIL	2	NIL	0
10	CHEMISTRY	0							2			D-2, LA-2	4	NIL	0
11	COMPUTER SCIENCE	0							1			Computer Programmer-1	2	NIL	0
12	MATHMETICS	0							2			NIL	2	NIL	0
13	PHYSICS	0							2			D-2, LA-2	4	NIL	0
14	BOTANY	0							2			D-2, LA-2	4	NIL	0
15	ZOOLOGY	0							2			D-1, LA-2	3	NIL	0
TOTAL		10				3			38			D-12, LA-9	53	4	5

### C. Faculty Status (Regular/ Contractual/Guest Faculty/Management etc) (2023-24)

Faculty		Sanctioned strength	Faculty in Position	Teacher Student Ratio
(a)	Regular	10	18	1: 16.38
(b)	Others (Contractual + Guest faculty+ Management)	XXXX	37	1: 5.36

*\*Divide the total no. of students with (a) only*

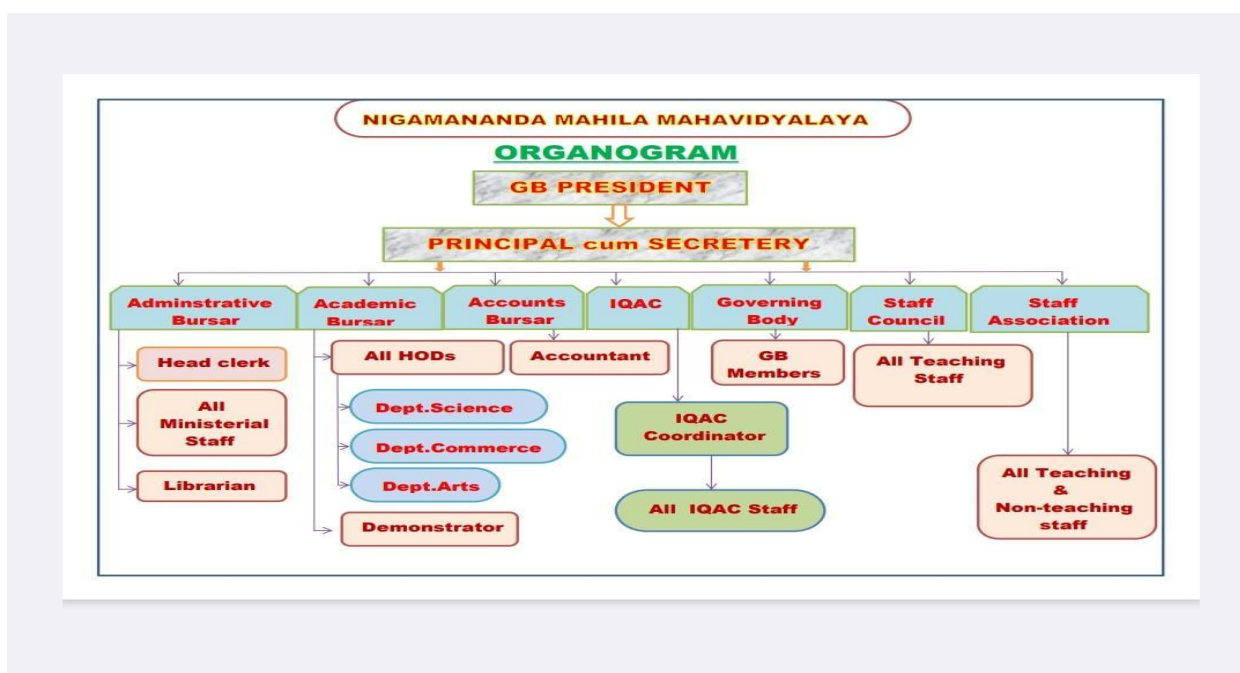
*\*\* Divide the total no. of students with that {(a) + (b)}*

### D. Administrative Structure

Sl. No.	Indicator	Response
1.	What is the current administrative structure within the institution? (A structural diagram may be attached)	The administrative structure of NigamanandaMahilaMahavidyalaya is headed by the Governing Body President and then the Principal-cum-Secretary, under whom various key units such as the Administrative, Academic, and Accounts Bursars, IQAC, Governing Body, Staff Council, and Staff Association operate. These units further oversee specific roles and departments, ensuring a decentralized and collaborative approach to academic and administrative management. (Diagram is attached below the Table)
2.	What are the processes/ mechanisms followed to ensure coordination and collaboration among different administrative units?	Governance framework is both inclusive and decentralized, engaging key stakeholders such as the Governing Body, the Principal, faculty, staff, students, and a range of specialized committees. The District Sub-Collector serves as the President of the Governing Body, while

		<p>the Principal fulfills the dual role of Principal-cum-Secretary, working collaboratively with others for administration. Administrative officers like the Administrative Bursar and Account Bursar, who, together with the Staff Council and non-teaching staff, ensure seamless day-to-day functioning by keeping the Principal informed of all activities. The participatory approach is further strengthened by numerous committees and councils - such as the Internal Quality Assurance Cell (IQAC), Staff Council, Examination Committee, Discipline Committee, Development Committee, Grievance Redressal Committee, Women Empowerment and Sexual Harassment Committee, Anti-Ragging Cell, Athletic Council, Cultural Society, and Science Society. These committees meet at least once in each semester, and communicate their development to Principal.</p>
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### The administrative structure of NigamanandaMahilaMahavidyalaya



### E. Role of Students in Administrative Structure

Sl. No.	Indictor	Response
1.	How are the student representatives or committees involved in decision-making processes?	Student representatives are included in various committees including Academic Council, Discipline Committee, and Cultural Committee. Student feedback is actively sought for Academic improvement and policy formulation through regular meetings and suggestion systems.
2.	What mechanisms are in place to ensure student input to improve administrative matters?	Regular student council meetings, feedback systems through suggestion boxes and online means, Mentor-Mentee system, student representation in administrative committees, and periodic interactive sessions ensure continuous student input in administrative decisions.

### 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)		
	Choice Based Credit System (CBCS)	Any other (Pl. Specify)	Annual	Choice Based Credit System (CBCS)	Any other (Pl. Specify)
UG Level	Yes	NA		Yes	-
PG Level	NA	NA		NA	-

**G .Achievement Details (2023-24) (All programs) (Pl add row as per requirement)**

<b>Course</b>	<b>No. of students appeared the final Exam</b>	<b>No. of students passed</b>	<b>Percentage of students passed</b>
UG level			
ECONOMICS	20	20	100%
EDUCATION	28	27	96.42%
ENGLISH	4	3	75%
HISTORY	16	13	81.25%
POL.SC	20	18	90%
PSYCHOLOGY	30	29	96.66%
SANSKRIT	23	22	95.65%
ODIA	38	36	94.73%
PHYSICS	14	14	100%
CHEMISTRY	12	12	100%
MATHMATICS	12	12	100%
BOTANY	28	28	100%
ZOOLOGY	27	23	85.18%
COMPT.SC	12	12	100%
COMMERCE	17	16	94.12%

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

<b>Stream</b>	<b>No. of students</b>		<b>Pass percentage</b>
	<b>Appeared in exam</b>	<b>Passed in exam</b>	
Arts	160	149	93.12
Science	107	96	89.71%
Commerce	17	16	94.12%

**I .Achievement Details (2022-23) (PG Subject wise) (Pl add row as per requirement)**

<b>Subject</b>	<b>Sanctioned Strength</b>	<b>Appeared</b>	<b>Passed</b>	<b>Pass percentage</b>
NA	-	-	-	-
NA	-	-	-	-
NA	-	-	-	-
NA	-	-	-	-

**II Student Details(2023-24)**

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

<b>Programme</b>	<b>Total</b>	<b>Boys</b>	<b>Girls</b>	<b>Gen.</b>	<b>SC</b>	<b>ST</b>	<b>SEBC</b>	<b>Minority</b>	<b>Differently-abled</b>
UG	292	NA	292	91	59	01	129	12	00
PG	NO	-							
Certificate course	NO	-							
Diploma Course	NO	-							
Any other	NO	-							
Total	NO	-							

**B .Student's Class Attendance**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student class attendance?	Taking attendance in every period , Giving percentage based on attendance,students having low attendance have to produce either medical certificate or pay fine .
2	Have there been any efforts to identify and understand the root causes of low attendance? Please Specify.	Yes , Lack of facilities to engage students and lack of certain basic facilities . Coaching centers outside the college also are responsible for low attendance of students in the class .

**C .Student Absenteeism**

Sl. No.	Particulars	Responses
1	How does the institution currently measure and track student absenteeism?	Attendance is taken in every period and the total Percentage is calculated after the end of the semester.
2	What are the common reasons for student absenteeism?	Lack of facilities to engage students in various constructive activities in leisure time , outside tutorials.
3	Have there been any efforts to analyze and understand the root causes of students' absenteeism?	Yes, through counselling,meetings , with parents talking to parents over phone .
4	How does the institution involve parents or guardians in addressing the issue of student absenteeism?	PTM , Phone-calls



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

Sl. No.	Particulars	Responses
1.	What are the current policies and procedures in place within the institution to deal with disciplinary matters?	The institution follows a comprehensive disciplinary policy based on restorative justice principles. A Disciplinary Committee comprising faculty members, administrative staff, and student representatives handles cases. Procedures include counselling, warnings etc. Emphasis is placed on reformation rather than punishment.
2.	Are there any particular areas or contexts where disciplinary incidents are more prevalent?	Class attendance
3.	Have there been any efforts to identify and understand the root causes of indiscipline behavior of the student?	Issues of transport and communication, low economic conditions of family, responsibilities at home.
4.	What strategies or programs are in place to promote positive behavior and a culture of respect among students?	Mentoring programs, value education classes, personality development workshops, cultural activities promoting ethical values, and regular interaction sessions, yoga, meditation, Monthly <i>Pathachakra at Sangha</i> with faculties foster positive behavior. Recognition programs for exemplary conduct and community service encourage respectful behavior among students.
5.	How does the institution inculcate the self-discipline among the students?	Through yoga and meditation sessions, time management workshops, goal-setting exercises, leadership training programs, and encouraging participation in NCC activities that inherently develop discipline. Regular reflection sessions and journaling practices help students develop self-

		awareness and self-regulation.
6.	How are faculty and staff, trained to implement disciplinary interventions effectively?	Regular training sessions on counseling techniques, conflict resolution, positive discipline methods, and spiritual guidance programs are conducted. Faculty members are trained in gender-sensitive approaches and trauma-informed practices to handle disciplinary issues effectively while maintaining the institution's values of compassion and empowerment.

#### E .Co-curricular Activities (2023-24)

Sl. No.	Particulars	Number
1	No. of Societies/ Clubs are operational in the institution?	05
2	Students participation in inter-college competitions	20
3	Students' participation in Inter-state competitions	70
4	Students' participation in international competitions	NIL
5	Average Media publication of student/ faculty activities per year	25
6	Types of Social media handle used for propagation of these activities (Facebook/ X /Instagram etc.)	Facebook, Instagram, X and YouTube are active in our college
7	Students enrolled for Entrepreneurship and Innovation cell (if available in the college)	NIL
8	Girl students' participation in self-defense programme offered by the institution	292

#### F .Student participation in Co-curricular Activities (2023-24)

Sl. No.	Activity	Number	Sl. No.	Activity		Number
1	Debate	45	8	NCC		100
2	Literary Competitions	50	9	NSS		100
3	Art & craft	58	10	Rover Ranger		NIL
4	Exhibition	NIL	11	Scout and Guide		NIL
5	Swachh Bharat Mission	100	12	Youth Red Cross		50
6	Blood Donation Camps	04	13	Any other (Pl. Specify)	Wall-Magazine	10
7	No. of unit blood collected	161				

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

Sl. No.	Particulars	Responses
1.	How are vocational skills, life skills and elective courses integrated into the institution's curricula?	The college is affiliated to RDWU and follows its curriculum. CBCS allows students to select from a range of Discipline-Specific Electives, Generic Electives, Open Electives, Ability Enhancement Compulsory Courses, and Skill Enhancement Courses. Elective courses are designed to emphasize skills-based activities such as community engagement, projects, and field internships as well as build their life skills in areas of soft skill, digital literacy, and financial literacy etc.
2.	What proportion of the curriculum is dedicated to these skill-building components?	S.kill-based value-added and certificate courses are offered alongside regular degree programs, and the adoption of CBCS ensures that students can select up to 25–30% of their coursework from skill-enhancing electives and practicals, depending on their chosen program. This approach ensures a robust integration of skill-building within the overall curriculum.
3.	How do vocational skills, life skills, and elective courses align with the needs and demands of the job market or industry?	Vocational and skill-based courses are tailored to enhance employability and entrepreneurship, with a focus on contemporary requirements such as computer applications, media literacy, and community engagement. The university regularly reviews and updates its curriculum to incorporate the latest trends in academia and industry, ensuring that graduates are equipped with relevant competencies for the job market. The inclusion of international components, such as cloud computing and artificial intelligence, further ensures that graduates are prepared for the global workforce.
4.	How are the outcomes associated with vocational skills, life skills, and elective courses assessed and measured to ensure student achievement?	The outcomes associated with vocational skills, life skills, and elective courses are assessed through a combination of internal assessments, practical examinations, project work, seminars, and field internships. Assessment methods include continuous internal evaluation, end-semester examinations, and practical

Sl. No.	Particulars	Responses
		demonstrations, which collectively ensure that students achieve the intended learning outcomes.

#### H .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?	16	16	16	NO	NO
2	Frequency of mentor mentee interaction per month	01	01	01	NO	NO
3.	Are there any feedback mechanism in place?	YES	YES	YES	NO	NO
4	How do the improvements mapped?	Through STUDENTS FEEDBACK	Through STUDENTS FEEDBACK	Through STUDENTS FEEDBACK	NO	NO

#### I .Availability of Sports Facility

S.N.	Particulars	Response		
1	Does the college have any infrastructure to support sports and games of the students?	No		
2	Broadly, what are the fields of sports pursued by students in the institutions?	Shoot foots, Discuss throw, Javelin, High Jumps, Long jumps, Kabaddi, Khokho, Table tennis, Football, volleyballs, Badminton, Yoga, Hocky.		
3	Sports facilities available in the premises	Facility	Availability	Availability of sports materials
		Gymnasium	No	No

		Cricket	No	No
		Foot ball	No	Partial
		Volley ball	No	Partial
		Basketball	No	No
		Any other (Pl. specify)	No	No

#### J . Participation of students in sports' activities

Sl. No.	Parameter	Boys	Girls
1	Average number of students participating in inter-college sports competition per year	NIL	50
2	Average number of students participating in Inter-state sports competition per year	NIL	10
3	Average number of students participating in National sports competition per year	NIL	10
4	Average number of students participating in international sports competition per year	NIL	NIL
5	Number of students won medals in sports in the last year	NIL	04
6	Number of students participated in college Annual Sports	NIL	150
7	Academic credit to students in achievement in sports	NIL	NO

#### K .Students' Aid Fund

Sl. No.	Particulars	Response		
1.	How information about student aid is made available to students?	Online/	Offline/	Any other means please specify
		online	offline	No
2.	What criteria are used to assess eligibility for different types of	Economic Status, Merit/ exam Performance, Health Emergency, Academic Needs		

	financial aid?		
3.	Number of students currently receiving financial aid from the institution?	Boy	Girl
		0	3

#### L .Students' Activity Centre

Sl. No.	Particulars	Response
1.	What amenities and features are available in the students' activity center to meet the diverse needs and interests of students?	No specific room has been allotted as student activity centre. Though there are various clubs and society to cater to student's diverse needs and opportunities, which are mostly coordinated by concerned faculties as per the availability of rooms on a temporary basis.
2.	What types of programs and activities are offered within the students' activity center?	Indoor sports facilities like TABLE TENNIS ,CHESS etc. by Sports Club and conducting various sports,literary and cultural activities including dance, drama, art, singing, debate, essay etc.
3.	Are there opportunities for student involvement in planning and organizing activities within the center?	No

#### M .Students' 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 body?	No. since 2018, the DHE, govt. of Odisha did not notify for the student election. However, different

Sl. No.	Particulars	Response
		students' bodies are nominated for the activities of the college. Open elections are not held. Class representative and Seminar secretary, Asst-Seminar secretary are selected from among the students.
2.	What are the composition of these bodies in terms of representation from different student groups and demographics?	NA
3.	What decision-making powers or influence do these bodies have in shaping campus policies and initiatives?	They play an active role in the formulation of campus policies and initiatives and organisation of various events.

**N. Start up programme**

Indicator	Status		
	Yes / No	Number	Remark
Faculty from Industry namaste	No	-	-
Tai-up with Industry	No	-	-
Tai-up with Funding Agency / Donor Agency	No	-	-
Faculty-student connectivity / Interaction	No	-	-
Upcoming technology integrated process	No	-	-

**O. Placement Details**

Sl. No.	Title of the Program	Total number of Internship opportunities	Total no of students who availed the internship opportunity (2023)	Total no. of students who got the pre-placement offer (2023)	Average % of students getting placement per year	Average pay package in last year (2023) [Rs. /Month]	Highest pay package in last year (2023) [Rs. /Month]	Lowest pay package in last year (2023) [Rs. /Month]
	UG	Nil	Nil	Nil				
	PG	NA	-	-	-	-	-	-
	Other courses (Pl, Specify)	NA	-	-	-	-	-	-



## P. Alumni Association

Sl. No.	Particulars	Response
1.	Does the institute have an Alumni Association?	Yes
2.	Is the Alumni registered (Pl. provide registration no. and list of EC members)	Yes, Applied for registration .
3.	Do the institute formed Alumni Connect team ?	Yes
4.	What are the initiatives or programs planned/adopted to strengthen the connection between alumni and the institution?	Alumni meetings, promotion of Department wise Alumni meet,. Meetings rejuvenating the exiting social media group, dedicated person nominated to handle for updates on college Alumni group and membership drive along with found raising initiatives .
5.	Are there mentor-ship programs or platforms that connect alumni with students or recent graduates?	Yes
6.	How often are alumni meetings or events organized by the institution?	5 Meetings till June 30, 2025
7.	What activities and events are organized during alumni reunions and homecoming celebrations?	Alumni reunions feature campus tours, cultural programs, plantations, networking sessions, fundraising activities for institutional development, and interactive sessions sharing professional and personal experiences and success stories with current students. We warmly invite all alumni to the grand celebration of our institution's Annual Puja and PratisthaDivas .
8.	How does the institution recognize and celebrate renowned alumni who have achieved notable success in their respective fields?	Felicitation ceremonies for distinguished alumni and offers them for advisory positions in the committee. The Alumni Association plans to organise a <i>Sobhajatra</i> annually for this purpose as this is yet to be its first year since inception.

## IV.Infrastructure Details

### A .Classroom

Sl No.	Parameters	Yes / No	Number
<b>1</b>	Availability of classrooms	Yes	34
<b>a)</b>	164 seated	Yes	11
<b>b)</b>	64 seated	Yes	06
<b>c)</b>	32 seated	Yes	13
<b>d)</b>	16 seated	Yes	04
<b>e)</b>	Any other types of classrooms (pl. specify)	Yes	01 (Puja room for ShriShri Thakur NgamanandaDev's Ashram ) 01 (Prayer Hall )
<b>2</b>	Availability of Smart Classrooms	Yes	02
<b>3</b>	Availability of Tutorial classrooms	No	NA
<b>4</b>	Availability Seminar rooms	No	NA

### B .Toilets:

Sl No.	Parameters	Yes / No	Number
<b>1</b>	<b>Availability of toilets</b>	<b>Yes</b>	<b>07</b>
<b>a)</b>	For the staff: Gents' toilet	<b>Yes</b>	<b>01</b>
<b>b)</b>	For the staff: Ladies toilet	<b>Yes</b>	<b>02</b>
<b>c)</b>	For the Students: Boys	<b>No</b>	<b>-</b>
<b>d)</b>	For the Students: Girls	<b>Yes</b>	<b>04</b>
<b>e)</b>	For the Students: PWD	<b>No</b>	<b>-</b>
<b>f)</b>	For the Students: Transgender	<b>No</b>	<b>-</b>

2.	Provision of running water in the toilets	Yes	Present Status: Tap Water connected
3	Are they cleaned regularly?	Yes	2 Times/ day

#### C .Laboratory

Sl. No.	Parameters	Yes / No	Number
1	Does the college have laboratories for laboratory related courses?	Yes	08
2	Does the college have Computer laboratories?	Yes	01
3	Do the laboratories have sufficient equipment for students? (Yes / No)	No	

#### D .Library Facility

Sl. No.	Parameters	Response
1	Is the library system automated/computerized? (Yes /No)	Yes
2	Is the library accessible by differently abled students? (Yes/No)	No
3	Are there separate faculties/ students/ staff for management of library? (Yes/No)	Yes
4	Does the library have a lending facility? (Yes /No)	Yes
5	What is the library opening hour?	8 A.M
6	Does the library have a Reading Room facility for the students? (Yes /No)	Yes
7	What is the sitting capacity of the Reading Room?	50
8	Does the library have a separate Room for the teachers inside the library for reading/collecting references etc.? (Yes /No)	Yes
9.	Is there any provision in the library to display the	Yes

Sl. No.	Parameters			Response
	current arrivals of Books/information relevant for the students? (Yes /No)			
10	Whether each Department has seminar library? (Yes /No)			No
11	What is the annual budget for the library	Books	Journals/ Periodicals	Any other (Pl. specify
		2,20,000	20,000	10,000

E .Availability of Books and Journals for in the library

Sl. No.	Parameters	UG	PG	Total
1	Number of text books	4946	NO	49946
2	Number of reference books	360	NO	360
3	Number of e-books	NO	NO	NO
4	Number of journals subscribed by the institution	NO	NO	NO
5	Number of e-journals available	NO	NO	NO
6	Number of audio books, CDs etc. available	NO	NO	NO

F .Hostel for students

Sl. No.	Parameters	Response	
1	Does the institute have hostel facilities for students?	Yes	No
		YES	
2	Number of hostels	Boys	Girls
		NA	01
3	Accommodation capacity	-	100
4	Hostel occupancy ratio (no.of students per room)		Yet to be functional

Sl. No.	Parameters	Response	
5	Does the hostel have facilities like	Yes	No
	a) Dining area	Yes	-
	b) Common room	Yes	-
	c) Mess facility	Yes	-
	d) Sports room	-	No
	e) Gymnasium	-	No
	f) Any other (Pl. specify)	-	No
6	Does the hostel have washroom facility?	Common	Attached
		-	Yes
7	What is the dependency on washrooms	Boys	Girls
	a) Per floor (average)	NA	-
	b) Washroom ratio for hostelers	NA	-
8	How many times does the hostel and washrooms get cleaned? (Per day)	Three times	
9	Is the hostel accommodation accessible to differently-able students?	Yes	No
		Yes	-
10	How are the hostel mess managed?	By a committee	
11	What is the process for managing the hostel accounts?	Bed charge & meals per month .	

#### G .Canteen Facility

Sl. No.	Parameters	Response
1.	Does the Institution have a canteen inside the campus?	Yes
2.	What are the operating hours of the canteen?	7 A.M to 5P.M
3.	How do you rate the cleanness of the canteen in a 5.0-point scale? (0 – not at all satisfactory, 1- not satisfactory, 2 – Average, 3 –Good, 4 – Satisfactory, 5 – Highly Satisfactory)	4/5 Satisfactory
4.	How would you rate the quality of food provided in the canteen in a 5.0-point scale? (0 – not at all satisfactory, 1- not satisfactory, 2 – Average, 3 – Good, 4 – Satisfactory, 5 – Highly Satisfactory)	5-Highly satisfactory
5	Does the institution provide subsidized facility on the food items?	No

#### H .Extra facilities

Sl. No.	Parameters	Availability (Yes/No)	Number
1	Number of Food courts inside college campus	Nil	Nil
2	Number of Swimming Pools	Nil	Nil
3	Number of auditoriums	Yes (Is undergoing contrustion)	01
4	Number of Gardens/Parks	Yes	01
5	Number of open-air theaters	No	
6	Number of Playgrounds	Yes	01
7	Number of yoga areas/field inside campus	Yes	01
8	Availability of Wi-Fi in the campus	Yes	2

#### I .Professional Development Programme for Faculty and non- teaching Staff

Sl. No.	Parameters	Response	
		Faculty	non- teaching
1	What professional development opportunities like training programs, workshops, or certifications available to enhance skills and knowledge?	FDP, Workshops for respective subject domains, Conferences and Seminars , online & offline training programs by UGC, MMT, UGC, Universities.	Training Programme on e-admission under SAMS
2	Are there opportunities for career advancement and growth within the institution	Yes	Yes
3	Are there any exposure programme	No	No
4	Are the personnel involved in any research innovation activity (ies)	Yes	No

## V. Research and Development

A .Research Projects during last 05 years

Sl. No.	Research Projects	Number	Funding / Supporting Agency	Approved amount	Ongoing	Completed	Submitted
1	Minor Research projects	NA	-	-	-	-	-
2	Major Research projects	NA	-	-	-	-	-
3	Number of projects approved under OURIP/ MRIP	NA	-	-	-	-	-
3	Number of interdisciplinary projects	NA	-	-	-	-	-
4	Total number of industry/other agency sponsored projects	NA	-	-	-	-	-
5	Number of student research projects	NA	-	-	-	-	-
6	Any other research grant (please specify)	NA	-	-	-	-	-
	<b>Total</b>	-----	-	-	-	-	-

**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?	05
2.	How does the institution track and measure faculty publications?	It is recorded personal profile and Departmental Profile. The institution keeps record of publication and the document
3.	What methodologies or databases are used to assess the impact of faculty publications?	No
4.	What mechanisms are in place to encourage co-authorship and research partnerships?	No
5.	Workshops, seminars or writing retreats offered to support faculty in publishing research findings.	No
6.	How does the institution promote the sharing and dissemination of faculty publications within the scholarly community?	No
7.	What initiatives does the institution have in place to promote open access publishing and maximize the visibility of faculty publications?	No
8.	How does the institution recognize and reward faculty members for their research publications and scholarly impact?	No



C .Innovation/ Incubation Centres:

Sl. No	Parameters	Responses
1	Does the college have Incubation Centre? (Yes/No)	No
2	If YES, mention the activities of the Incubation Centre	NA

D .Seminars/Symposium/ Conferences/Workshops etc:

Sl. No.	Level	Number of events organised during last year	Sponsoring / Supporting agencies	Amount sanctioned by the sponsoring agencies	Teacher's participation in such events as Resource Persons	Number of presentations done by teachers in such events
1	International	NO	-	-	-	-
2	National	NO	-	-	-	-
3	State	NO	-	-	-	-
4	Regional	NO	-	-	-	-
5	Departmental	14	Our College	1,46,500	14	15

## VI.Financial Details

### A .Total Income :

Sl. No.	Category/ Head	FY 2022-23	FY 2023-24
		(Actual)	(Actual)
1	UGC	NA	-
2	State Government	Lab-grant Infastructure-grant	-
3	Grants received from other bodies	NA	-
4	Donation	NA	-
5	Tuition fees	Science-6.500 /- Commerce-5,400/- Arts -4500 /-	Science-6.500 /- Commerce-5,400/- Arts -4500 /-
6	Mo College Abhiyan	-	-
7	Others (Please specify, such as)	NA	-

### B .Total Expenditure

Sl. No.	Category/ Head	FY 2022-2023	FY 2023-24
		(Actual)	(Actual)
1	Salary, allowance and retirement benefits	NA	-
2	Buildings (Construction and Maintenance)	5,00,000 /-	2,50,000 /-
3	Library	2,50,000 /-	2,00,000 /-
	Laboratory	2,00,000 /-	50,000 /-
4	Scholarships	-	-
5	Research and Development	NA	-

Sl. No.	Category/ Head	FY 2022-2023	FY 2023-24
		(Actual)	(Actual)
6	Sports	50,000 /-	50,000 /-
7	Other expenses	5,00,000 /-	-

#### C .Accounts and Audit status

Sl. No.	Category	Response
1	Accounts (Audit) Status, whether audited? (Yes/No)	Yes
2	Year of Last Audit	2023-2024
3	If yes, then By Local Fund Audit - 1 By Chartered Accountant - 2 By Govt. Audit - 3	By Local Fund Audit - 1

#### D .Best Practices/Achievements of the Institution .

Actively involve students in assessment to promote continuous learning and inform students, parents and others about student achievement .

Adopt teaching based on evidence to meet the needs of the students .

Check student progress in meeting standards and learning goals .

Encouraging students to actively participate in their learning through discussions, group work problem solving and hand on activities create a student centered learning environment build relationship that promote a safe and positive environment in which students are responsible self-motivated and self evaluating .

#### Achievements

Every year passout student –

Every year NCC ‘C’ certificate holder get job in odisha police .

Best Practices and Achievements of Nigamananda Mahila Mahavidyalaya reflect the college's commitment to academic excellence, holistic development, social responsibility, and sustainable growth.

- **Student-Centered Learning and Continuous Assessment**

The college actively engages students in continuous assessment and evidence-based teaching, fostering a participatory, responsible, and self-motivated learning environment.

- **Inclusive Campus Culture and Communal Harmony**

Religious and cultural festivals are celebrated with equal enthusiasm, promoting communal harmony and a sense of belonging among students from diverse backgrounds. There are no caste based discrimination or violence witnessed in the campus.

- **Community Engagement and Social Responsibility**

The NSS and YRC units organize impactful programs - such as blood donation camps, road safety rallies, first-aid training, and Jalachhatra initiatives—deepening students' social consciousness and community service ethos.

- **Student Engagement Towards a Sustainable Environment**

The institution actively involves students in environmental initiatives such as plantation drives (with high sapling survival rates), river cleaning, and awareness programs, fostering a culture of sustainability and ecological responsibility in the locality.

- **Preservation and Dissemination of Yoga and Culture and awareness regarding self-actualization**

The college promotes the preservation and dissemination of yoga and traditional culture through regular campus activities and outreach to the local community, enhancing physical and mental well-being while reinforcing cultural identity. The monthly *Pathachakra* of the Sangha aware students about spiritual and moral balance in life.

# PART – B

## VII .SWOC Analysis

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Strong Mission Alignment: Clear focus on women's empowerment and inclusive education.</li> <li>• Diverse Academic Offerings: Wide range of programs in Arts, Science, and Commerce.</li> <li>• Adequate Infrastructure: 34 flexible classrooms for all class sizes and 2 Smart Classrooms</li> <li>• Favorable Faculty-Student Ratio: 1:16.38 for personalized attention.</li> <li>• Strong Value Foundation: Integrated focus on culture, ethics, and character.</li> <li>• Active Co-curricular Programs: Vibrant NCC, NSS, YRC for leadership.</li> <li>• Spiritual Environment: Dedicated prayer facilities for holistic growth.</li> </ul> <p><b>Consistent Enrollment: Stable intake in last 5 years</b></p>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Limited Research Infrastructure: Absence of tutorial classrooms and seminar rooms restricting advanced academic activities</li> <li>• Faculty Dependency: Heavy reliance on contractual and management faculty (37) compared to regular faculty (18)</li> <li>• Outdated Laboratory Equipment: Science labs require complete modernization with contemporary instruments</li> <li>• Digital Divide: Only 2 smart classrooms for 34 total classrooms, limiting technology-enhanced learning</li> <li>• Limited Vocational Training: Insufficient skill-based courses for immediate employability</li> <li>• Weak Industry Linkages: Minimal industry exposure and internship opportunities</li> <li>• Infrastructure Accessibility: Lack of facilities for differently-abled students</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Skill Development Focus: Growing emphasis on vocational and entrepreneurship education.</li> <li>• Industry Collaboration: Potential for local industry partnerships for internships and placement.</li> <li>• Research Funding Availability</li> <li>• Opportunity to build strong alumni connections for institutional growth.</li> <li>• Regional Development: Institution's role in rural development and women's empowerment.</li> <li>• Cultural Preservation: Scope to integrate traditional art and regional language programs.</li> <li>• Entrepreneurship Ecosystem: Government schemes supporting women entrepreneurs and startups</li> </ul>	<p><b>Challenges</b></p> <ul style="list-style-type: none"> <li>• Limited budget restricts comprehensive infrastructure upgrades.</li> <li>• Challenges in attracting and retaining qualified regular faculty</li> <li>• Resistance to change and need for training in digital transformation.</li> <li>• Limited regional job opportunities impact student placements.</li> <li>• Accessibility problems for students from remote areas.</li> <li>• Family Responsibilities: Cultural barriers limit women's participation in higher education</li> <li>• Competition: Rising competition from private institutions and online platforms.</li> <li>• Maintenance Costs: High recurring expenses for modern infrastructure and equipment.</li> </ul>

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## PART – C

### VIII. Need Assessment

(Following are the some of the exemplar needs are given. Please identify your need and add / modify according to your plan requirement. Pl. remember that these needs are for 5 years)

#### A. Curriculum Excellence

Sl. No.	Particulars	Response
1	When the curriculum was updated last?	Year: 2024 (It follows the curriculum provided by RDWU,Bhubaneswar)
2	How frequently (time duration) the updating is done?	As per university guidelines. No Fix Time duration. Average is 3-4 years
3	Does the curriculum help the students in	YES
	a) Skill development	Yes - Through practical sessions, computer literacy programs, communication skills, and vocational training modules
	b) Personality development	Yes - Through co-curricular activities, leadership programs, cultural events, NSS,YRC, NCC programmes
	c) Enhancing Employability	Partially - Basic employability skills covered, but need more industry-oriented training and placement support
	d) Generating interest among students for learning higher course	Yes - Through research methodology courses, project work, and academic counseling sessions

	e) Any other, Please Specify	Gender Studies Courses, entrepreneurship development, and life skills education integrated across programs		
4	No. of total application received during last three years	2023-24	2022 – 23	2021 - 22
	a) UG programs	295	312	345
	b) PG programs	NA	NA	NA
5	Students' progression rate for higher studies			
	a) for UG programs	30%		
	b) for PG programs			
6	Mention the top three programs opted by the students	UG level		PG level
		Computer science		NA
		Education		NA
		Odia		NA



**B. What kind of changes/modification/revision required in curriculum?**

Level	Changes/Modification/Revision
Basic	Integration of digital literacy, basic computer skills, and foundation courses in regional development studies
Professional	Addition of industry-oriented courses in rural banking, microfinance, e-commerce, and digital marketing
Skill /Competency	Inclusion of vocational courses like tailoring, handicrafts, food processing, beautician training, and spoken English
Expertise	Advanced research methodology, data analysis tools, and specialization in women studies and rural development
Connectivity and Employability	Industry internships, career counseling, soft skills training, interview preparation, and placement assistance programs
Value based course	Ethics and human values, environmental studies, gender sensitivity, and social responsibility courses, practical assignment in value based questions
Any other (Pl. Specify)	Regional language proficiency, traditional art forms preservation, and community service learning modules

**C. Student enrolment ratio (Year wise) (enrolled to sanctioned ratio) (Add rows)**

Sl. No.	Programme /Course	Students enrolled to Sanctioned Seat strength ratio in each subject at UG and PG 1 <sup>st</sup> Year level)		
		2023-24	2022 – 23	2021 – 22
	UG - Arts	182:256	199:256	214:256
	UG -Science	90:128	94:128	114:128
	UG -Commerce	19:32	19:32	17:32

**D. Pedagogical Excellence**

Sl. No.	Particulars	Responses
1	What is the teaching-learning systems	<ul style="list-style-type: none"> <li>Traditional method,</li> <li>team problem solution,</li> </ul>

Sl. No	Particulars	Responses
	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.	<ul style="list-style-type: none"> <li>• project-based method</li> <li>• Blended teaching learning</li> <li>• ICT-enabled learning</li> <li>• Through internal seminar</li> </ul>
2	Whether practical orientation in relation to teaching learning system is given to students? If yes, How?	Yes, Each students is awarded marks for a project, fieldwork,sitevisit(museum) -project based learning, simulation role playing, case studies,Field study and surveys, and social subjects, Case Study analysis, Educational videos, Group discussions, and Peer learning sessions
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study and Simulations etc.) used for teaching students?	Black board,whiteboard,textbooks,projectors,virtualclassrooms,digital white boards Webinar,conference.
4	Does the institution conduct regular industry-academia interaction meetings? If yes, mention the number of such meetings during 2022-23 with detail about company and project.	Yes-musroom cultivation and jute handicraft. (2024-25)
5	What are the innovative teaching practices (like- smart classroom,	Inquiry based learning, project based learning,experiential learning ,blended learning,smart class room .

Sl. No.	Particulars	Responses
	conferencing, etc.) that are adopted in the institutes?	
6.	Does the Institute have the practice of collecting feedback from students for improving pedagogy? (If yes, what process is followed)	Yes-through online survey form questioner , written feedback form. Focus group discussion , Students may write their response in a card.
7	Does the institute provide any best-teacher award or any other motivational measure for adopting improved teaching method? (Please specify)?	Yes, Best teacher award is provided by the institution every year on College Foundation Day

#### E. Academic Administration

Sl. No.	Particulars	Response						
1	Does the institute prepare an academic calendar or adopt the one issued by the Government every year?	Adopts Rama Devi University academic calendar and Govt of Odisha Calendar for all its activities and events.						
2	Does it follow the academic calendar strictly? (Yes/No)	100% for examination and Result declaration and 99% for other activities to deal with minor adjustments for unforeseen circumstances.						
3	Does the institute have student support systems	<table border="1"> <tr> <td>Mentoring</td><td>Tutorial</td><td>Counseling</td></tr> <tr> <td>Yes</td><td>Yes</td><td>Yes (Basic)</td></tr> </table>	Mentoring	Tutorial	Counseling	Yes	Yes	Yes (Basic)
Mentoring	Tutorial	Counseling						
Yes	Yes	Yes (Basic)						
4	Whether detailed lesson plans are given to students? (Yes/No)	<b>Yes</b> - Course outline and lesson plans shared at the beginning of each semester						
5	If yes, are the lesson plans followed strictly? (Yes/No)	<b>Yes</b> - Regular monitoring by HODs and periodic review meetings ensure adherence						
6	What type of monitoring system is followed for ensuring course	Monthly progress review from faculty and periodic student feedback by all HODs on syllabus						

	completion within the scheduled time?			completion. Every review is communicated to Academic Bursar who supervise the same for the entire college.			
7	Did the Academic Assessment Committee evaluate the content / curriculum			No			
8	Did the input/feedback on modification of syllabus/ curriculum collected and incorporated	Teacher	Student	Parents	Alumni	Industry	Industry
		NA	NA	NA	NA	NA	
		NA	NA	NA	NA	NA	
9	What type of attendance management system is followed in the institute?			Manual register system with biometric attendance for staff. Student attendance tracked through daily registers			
10	What type of feedback system is used for appraising the performance of faculty members?			360 Degree	Student's feedback	Self-appraisal	Anyother,PleaseSpecify
				No	Yes	Yes (Limited)	No
11	Are the feedback/ratings communicated to teachers for their improvement? (Yes/No)			Yes			

#### F. Examination Reforms

Sl. No.	Particulars	Response
1	What is the current examination evaluation criteria? Computerized / Manual	Manual
2	If manual, is there a need of converting the evaluation criteria to computerized system? Yes / No	Yes
	If yes, why you think it is required?	<b>Yes</b> - Computerization needed for efficiency, transparency, and faster result processing to reduce human errors, ensure transparency, faster result declaration, better record keeping, and alignment with digital education initiatives.
3	Whether practical examinations are integrated with the examination system? Yes / No	Yes,practical examinations are generally integrated into over all Exam system.
4	What types of reforms are required in the present examination system?	It needs reforms reducing exam related stress, promoting critical thinking & ensuring fairness & transparency.
5	Is the examination system a continuous one? Yes / No.	Yes

	If yes, please mention in detail.	Internal assessment is continuous but external examination is semester-end based
6	What is the days' gap between completion of examination and publication of result?	45 days
7	Should the gap be reduced? Yes / No	Yes
	If yes, Why you think this gap can be reduced and How?	To minimize students anxiety & allow more time planning future academic or career paths.

### G. Infrastructural Development & Maintenance

Sl. No.	Particulars	
1	What type of modernization/ renovation works are needed for existing infrastructure? (For example - Laboratories, Library, Networking, Smart classrooms, centralized computing / instrumentation facility etc.)	Upgrade science labs with modern equipment, establish computer lab and language lab renovation ; Digital library setup, increased seating capacity, air conditioning ; Campus-wide Wi-Fi, high-speed internet connectivity, 15 additional smart classrooms with projectors and audio systems, Renovation of old building, improved electrical systems, water purification systems
2	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.)	100-bed capacity girls' hostel with modern amenities; Indoor games facility, outdoor sports ground improvement; Dispensary with qualified nurse, first-aid facilities; Improved canteen facility, cycle stand, landscaped campus, cultural activity hall
3	What type of infrastructural development work is needed for making them accessible for differently-able students?	Ramps and wheelchair accessibility, accessible toilets, Braille signage, special seating arrangements, assistive technology in library
4	What are the	

Sl. No.	Particulars	
	estimated financial needs required by the institute for executing the above?	

## H. 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	N	N	N	--
Administration	Y	Y	N	N	Y	--
Finance	Y	N	N	N	N	--
Any other (Pl. specify)	Y	Y	Y	Y	Y	--

**2. How does the institute enhance participatory management in academic, administrative and financial affairs by involving local authorities?**

<b>Stakeholders</b>	<b>Academic</b>	<b>Administration</b>	<b>Finance</b>	<b>Any other (Pl. specify)</b>
Teachers	Academic council participation, curriculum development	Staff meetings, policy formulation	Budget preparation involvement	Research collaboration
Students	Student council, feedback system	Discipline committee, grievance redressal	Fee structure discussions	Cultural activities organization
Parents	Limited involvement through PTA	Disciplinary matters consultation	--	Annual day participation
Alumni	Need formal mechanism	Career guidance provision	Corpus contribution for College development	Mentorship programs
Local Administration	Smooth Administration Advice to IQAC	Collaboration in community programs	Grant utilization monitoring	Skill development programs
Any other (Local women Groups e.g. SHGs)	Skill development workshop organization	--	--	Preservation of art and craft, social awareness campaigns

**I. Manpower Requirement**

Sl. No.	Particulars	Response	
1	Doestheinstitutehaveadequate and skilled manpower? (Yes / No)	Teaching	Non-teaching
		NO	NO

**J. Existing and required manpower:**

Sl. No.	Programme /Course	Teaching		Non- Teaching	
		Existing	Projected Requirement	Existing	Projected Requirement
1	ECONOMICS	3	0	0	1
2	EDUCATION	5	0	0	1
3	ENGLISH	4	0	0	1
4	HISTORY	3	1	0	1
5	ODIA	3	1	0	1
6	POLITICAL SCIENCE	3	1	0	1
7	PSYCHOLOGY	7	0	1	0
8	SANSKRIT	4	0	0	1
9	COMMERCE	2	0	0	1
10	CHEMISTRY	4	0	2	0
11	COMPUTER SCIENCE	2	1	0	1
12	MATHMETICS	2	1	0	1
13	PHYSICS	4	1	2	0
14	BOTANY	3	1	2	0
15	ZOOLOGY	4	1	1	1



### K. 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	Sri Samapta Kumar Mohanty	4
2	Equal Opportunity Cell	Yes	Dr KirtimayeeRoutraya	3
3	Sexual Harassment Cell	Yes	SmtMadhusmitaMohapatra	3
4	Anti-ragging Cell	Yes	Dr.ShreelekhaNayak	4
5	Right to Information cell	Yes	SmtItishreeSahoo	2
6	Institutional Compliance Cell	Yes	Dr Ashok Kumar Biswal	3
7	Intellectual Property Right Cell	No	NA	NA
8	Disciplinary Committee	Yes	SmtSipraraniMohapatra	7
9	Ethics Committee	No	NA	NA
10	IQAC	Yes	Dr.PurnimaMohanty	10
	Any other, please specify			
11	Internal Complaint Committee (ICC)	Yes	Smt.Madhumita Dei	4
12	Grievance Redressal Committee	Yes	Smt.Bijayalaxmi Mishra	4
13	Alumni Association	Yes	Dr.PurnimaMohanty	3
14	Career Counselling& Placement Cell	Yes	SmtSangita Dash	3
15	Athletic Council	Yes	Dr.ShreelekhaNayak	5
16	NSS	Yes	SmtMadhusmitaMohapatra	1
17	NCC	Yes	MajPuspalataDutta	1
18	YRC	Yes	Dr.ShreelekhaNayak	1
19	OBC Cell	Yes	Smt.SulochanaSahoo	4
20	SC/ST Cell	Yes	Sri JogeswarMunda	4
21	Minority Cell	Yes	Smt.SipraraniMohapatra	4
22	Cultural Society	Yes	SmtItishreeSahoo	7
23	Science Society	Yes	Sri PurnaChBiswal	4

**L. Please give a brief a detail about IQAC cell (Role and function of the Cell, No. of meeting held in last 3 years, major action initiated, taken, etc.)**

**Role and Function:** The Internal Quality Assurance Cell monitors academic and administrative performance, initiates quality enhancement measures, and ensures compliance with accreditation standards. It is established on 28<sup>th</sup> December 2024. The IQAC cell has conducted meetings on a regular basis and recently the members of the cell unanimously have taken resolution to apply for NAAC and has been working towards it.

**Meetings:** IQAC met for the 1<sup>st</sup> time on 2<sup>nd</sup> Jan 2025 and it has conducted **Ten meetings till now. (by the end of June 2025)**

**Major Actions:**

- Dissemination of information on the various quality parameters of higher education
- Documentation of the various programs / activities leading to quality improvement.
- Preparation of the Annual Quality Assurance Report (AQAR) to be submitted to NAAC based on the quality parameters
- Feedback system implementation for students and faculty
- Initiation of Mentor Mentee System Review
- Academic audit
- Promotion of Faculty development programs and research activities by faculties
- Student support services enhancement
- Documentation and record maintenance improvement
- Stakeholder engagement
- Skill development workshops for student and faculties
- Promotion of Conduct of Seminar

**M. How does institutemakemandatorydisclosures of any information?**

Means	Process followed
Institute Website	College Website: <a href="http://nnmmahavidyalaya.in">nnmmahavidyalaya.in</a> ; Regular updates of academic information, admission notices, results, and institutional policies
Collective/College Notice Board	Notice is given in the college notice board regarding all important circulars, exam schedules, academic calendar, and administrative orders prior to the scheduled date along with college calendar.
Departmental notice board	Subject-specific information, internal assessment schedules, and departmental activities
Any other means (Pl. Specify)	RTI applications Sudhadhara (Wall Magazine), WhatsApp groups for urgent communications, parent-teacher meetings, and local newspaper announcements

**N. Audit process and status**

Sl. No.	Audit	Status (Conducted/Not conducted)	Process
1	Academic Audit	Conducted	As per guideline of OSHEC
2	Gender Audit	Conducted	Internal Audit.
3	Energy Audit	Conducted	Internal Audit.
4	Green Audit	Conducted	Through internal member.
5	Financial Audit	Conducted	Both Internal and External
6	Research Audit	Conducted	Internal
7	Administrative Audit	Conducted	Internal
8	Any other (Pl. specific)	--	--

## O. Monitoring and Evaluation

### 1. What type of mechanism is adopted by the institute to monitor the activities of the teachers and other staff members?

The head of the institution adopted the supervision mechanism through Administrative bursar and academic bursar.

#### Mechanisms

- Monthly performance review meetings
- Student feedback on teaching effectiveness
- Attendance monitoring system
- Self-appraisal and goal setting
- Peer evaluation for collaborative improvement

### 2. What type of mechanism is adopted by the institute to monitor the activities of the students?

- Formative assessment is used to monitor students' activities (internal examination)
- Summative assessment (End semester examination)
- Progress monitoring.

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

Sl. No.	System / Unit	Need (Yes/No)	Pl. Specify the kind of support needed
a)	Administrative System	Yes	This system needs skilled man power and equipment and Digital management system, training for staff, computerization of records.
b)	Academic System	Yes	Learning management system, faculty development programs, research support
c)	Financial system	Yes	Accounting software, financial planning tools, audit mechanism strengthening, Risk management mechanism
d)	Any other (Pl.	Yes	Student information system, hostel management, alumni network development, extended institutional

	Specify)Student		aid for needy meritorious students, dedicated career counseling unit,
--	-----------------	--	-----------------------------------------------------------------------

#### P. Student Placement

Sl. No.	Particulars	Response
1	What are the important industries in the geographical area of the institute?	Agriculture and allied services, handicrafts and handloom, small-scale manufacturing, education sector, banking and financial services, government services; Tourism
2	Which industries employ the most college graduates?	Government Sector and Education sector
3	What specific skills or attributes are local employers seeking in their employees?	Communication skills in local language and English, computer literacy, interpersonal skills, reliability and punctuality, adaptability to local conditions, basic accounting knowledge
4	Besides available skills for self-employment, what are the other constraints that youth is facing and what kind of support do they need?	<b>Constraints:</b> Limited job opportunities, lack of industry exposure, insufficient technical skills, transportation issues, family responsibilities (especially for women) <b>Support Needed:</b> Skill development programs, career counseling, placement assistance, entrepreneurship development, financial support for further studies

#### Q. 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
b)	Schedule Caste Students	UG Arts
c)	Schedule Tribe Students	UG Arts
d)	Students from EWS (Economically Weaker Section)	UG Arts/Science/Commerce
e)	For Differently-abled students	UG Arts

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
2.	What academic programs are seeing growth in enrolment of following students?	
a)	Women students	UG Arts/Science/Commerce
b)	Schedule Caste Students	UG Arts
c)	Schedule Tribe Students	UG Arts
d)	Students from EWS (Economically Weaker Section)	UG Arts/Science/Commerce
e)	For PWD students	UG Arts
3.	What are the employment outcomes for following students after passing out of the institution?	
a)	Women students	Job opportunities in Tourism, Agriculture, Handicrafts in Puri and around Puri, Various Govt jobs
b)	Schedule Caste Students	Job opportunities in Tourism, Agriculture, Handicrafts in Puri and around Puri, Various Govt jobs
c)	Schedule Tribe Students	Job opportunities in Tourism, Agriculture, Handicrafts in Puri and around Puri, Various Govt jobs
d)	Students from EWS (Economically Weaker Section)	Job opportunities in Tourism, Agriculture, Handicrafts in Puri and around Puri, Various Govt jobs
e)	For PWD students	Various govt jobs
4.	What is the academic/skill training support that following students may need for improving employability?	
a)	Women students	Digital skills, Financial skills, Communication skills.
b)	Schedule Caste Students	Digital skills, Financial skills, Communication skills.

Sl. No.	Describe the particular needs of female, EWS and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:		
c)	Schedule Tribe Students	Digital skills, Financial skills, Communication skills.	
d)	Students from EWS (Economically Weaker Section)	Digital skills, Financial skills, Communication skills.	
e)	For PWD students	Digital skills, Financial skills, Communication skills.	

## PART – D

### IX.Metrics and Targets

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
<b>GOVERNANCE QUALITY INDEX</b>							
% of Faculty Positions vacant	30% (out of sanctioned strength)	20%	10%	0%	Additional Recruitment and expansion of sanctioned strength	Additional Recruitment and expansion of sanctioned strength	100%
% of non-teaching staff to teaching Staff	79.71% : 20.29%	70%: 30%	60%: 40%	55%: 45%	50% : 40%	47. 62%: 52.38%	100 %
No. of under graduation programs	3 ( Total 15 courses from Arts,	3 ( Total 15)	4 ( Total 17)	5 ( Total 20)	6 ( Total 23)	6 ( Total 27)	NA



Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
	Commerce, Science)						
No. of post graduate programs	0	2	4	5	6	8	53.33% (As per the No of departments in UG)
No. of Doctoral programs	0	0	0	0	0	4	26.6%
<b>ACADEMIC EXCELLENCE INDEX</b>							
Timely Course completion	100%						
Exam conduction	100%						
Gap in declaration of results	Between						
Acceptance level of Plagiarism Check	NA						
NAAC Accreditation Grade	NO						

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
National Institute Ranking Framework (NIRF) Rank							
Teacher Student ratio	01:32	01:32	01:16	01:16	01:16	01:16	
Space (teaching-learning) available for student (Square feet per student)							
% of Visiting professors	0	0	0	0	0	0	
% of students passing out with 60% or more marks	86%	86%	86%	86%	86%	86%	
% of graduates employed by convocation							
% of students receiving awards at National and International level							
% of expenditure on Library, Cyber library and laboratories per year	80,000/-	3,70,000/-	5,00,000/-	6,00,000	7,00,000/-	7,90,000	
% of faculty covered under Pedagogical Training	70%	80%	100%	100%	100%	100%	
% of faculty involved in "higher education"	100%	100%	100%	100%	100%	100%	

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Functioning of IQAC	Functioning Sice 28.12.2024	Functioning Sice 28.12.2024	100%	100%	100%	100%	100%
Dropout rate of student							
No of foreign collaborations							
Subscription to INFLIBNET for publication of research							
Expenditure per student		2840 /-	As per Government fund	As per Government fund	As per Government fund	As per Government fund	
Procurement of equipment for academic improvement		As per Government fund	As per Government fund	As per Government fund	As per Government fund	As per Government fund	
<b>EQUITY INITIATIVE INDEX</b>							
SC Student%	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
ST Student%	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	As per the Govt policy	
% of female student	100%	100%	100%	100%	100%	100%	
Functioning of Committee Against Sexual Harassment (CASH)	Operational	Operational	Operational	Operational	Operational	Operational	
Functioning of Social Protection Cell	Operational	Operational	Operational	Operational	Operational	Operational	
Remedial Assistance programs for weak Students	Remedial class 1 per week	Remedial class 1 per week	Remedial class 1 per week	Remedial class 1 per week	Remedial class 1 per week	Remedial class 1 per week	
<b>REASERCH AND INNOVATION INDEX</b>							
Per-faculty publications per year	---	1	1	2	2	3	
Cumulative Impact Factor of publication	---	2	3	4	5	6	

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Average H Index of institution (of all the scholars)	---						
% of staff involved as Principal Researcher	---	-	-	-	-	-	
% of faculty involved in minor research project	100%	100%	100%	100%	100%	100%	
% of Research projects fully/more than 50% funded by external agencies, industries etc.	NIL						
No. of patents granted	NIL	-	-	1	2	3	
% of faculty receiving national/ international awards	2 Number	-	2	3	4	5	
% of income generated from Research studies to total budget for the institution	NIL	-	-	-	-	-	
Doctoral degrees awarded per academic year (for faculty)	NA	NA	NA	NA	NA	NA	
Doctoral degrees awarded per academic year (student)	NA	NA	NA	NA	NA	NA	
% of expenditure on Research and related Facilities	NIL	As per govt funding	As per govt funding	As per govt funding	As per govt funding	As per govt funding	

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Digitization of Masters and Doctoral thesis	NA	-	-	-	-	-	
Under Graduate Project Experience (UPE)	100	100	100	100	100	100	
% of Income generated from non-grant Sources							
<b>STUDENT FACILITIES</b>							
No of new professional development Programs		02	03	04	05	06	
% of student participating in co-curricular activities		60%	65%	70%	75%	80%	
% of student participating in sports activities		15%	20%	25%	30%	35%	
Existence of Placement Cells and Placement Plan							
% of students engaged in internship programme		7%	10%	15%	20%	25%	
% of expenditure on infrastructure maintenance and addition		As per Government	As per Government	As per Government	As per Government	As per Government	

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
		Fund	Fund	Fund	Fund	Fund	
Availability of hostel per out-station female student		100	100	200	200	300	
Availability of hostel per out-station male student							
Student Experience Surveys		Ongoing	Ongoing	Ongoing	Ongoing	Ongoing	
<b>INFRASTRUCTURE AND OTHERS</b>							
Additional Class room (Pl. specify the size)	NIL, Length and breadth=40x22 feet	As per Govt funding	As per Govt funding	As per Govt funding	As per Govt funding	As per Govt funding	
Laboratory	7 size is inadequate	As per Govt funding	As per Govt funding	As per Govt funding	As per Govt funding	As per Govt funding	
Any other new infrastructure	NIL	-	-	-	-	-	
Expenditure on Major or Minor repairs							

Indicator	Present status of indicator	Target Rating (After 5 years)					Percentage Achieved
	Unit as per indicator	2024-25	2025-26	2026-27	2027-28	2028-29	
Adequacy of Staff Quarters	NIL	As per Govtfunding	As per Govtfunding	As per Govtfunding	As per Govtfunding	As per Govtfunding	
% of Income generated from training courses	NIL	-	-	-	-	-	
% of Income generated from consulting	NIL	-	-	-	-	-	
Computer/digital facility in the institution	2, in Office and IQAC Room	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	
Internet connectivity of Campus	2, in Office and IQAC Room	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	
Procurement of furniture and fixtures	30% available	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	As per Govt Funding	



## X. Five Year Plan

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

Year	Strategic Plan
2024-25	Restructure administration with dedicated Academic Council and Student Welfare Officer; establish Administrative Council with faculty representatives
2025-26	Establish Training & Placement Cell with dedicated officer; implement digital attendance and assessment system; create MIS for student records, Establish Student Grievance Redressal Committee
2026-27	Create separate departments for Finance, HR, and Academic Affairs; implement comprehensive ERP system
2027-28	Establish Controller of Examinations office; create separate wings for Administration, Academics, and Student Services; implement AI-powered administrative automation.
2028-29	Complete administrative restructuring with specialized departments; establish Dean (Academic Affairs) position; implement comprehensive digital governance; create strategic planning and development office

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

Year	Strategic Plan
2024-25	Current Enrolment is 295 (for 2024-25)
2025-26	Projected growth is increase in number of students by 10% (from current year 2024-25 as the base year )
2026-27	Projected growth is increase in number of students by 25% (from current year 2024-25 as the base year )

2027-28	Projected growth is increase in number of students by 50% (from current year 2024-25 as the base year )
2028-29	Projected growth is increase in number of students by 75% (from current year 2024-25 as the base year )

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

Year	Strategic Plan
2024-25	Current Enrolment is 295 (for 2024-25)
2025-26	Projected growth is increase in number of students by 10% (from current year 2024-25 as the base year ), Projected enrolment : 325 ; Total Projected No. of students : 911
2026-27	Projected growth is increase in number of students by 25% (from current year 2024-25 as the base year ), Projected enrolment : 369 ; Total Projected No. of students : 989
2027-28	Projected growth is increase in number of students by 50% (from current year 2024-25 as the base year ), Projected enrolment : 443 ; Total Projected No. of students : 1137
2028-29	Projected growth is increase in number of students by 75% (from current year 2024-25 as the base year ), Projected enrolment : 516 ; Total Projected No. of students : 1328

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

Year	Strategic Plan
2024-25	NA

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

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

Year	Strategic Plan
2024-25	Introduction of Computer Applications as optional certificate course in Arts stream; add Entrepreneurship Development as skill-based course; review and update existing syllabi to include contemporary topics; establish Academic Council
2025-26	Launch BCA program to meet growing IT sector demand; introduce Certificate courses in Digital Marketing and Accounting; add Environmental Studies as mandatory course; establish curriculum review committee
2026-27	Introduction of B.Sc. in Biotechnology; launch skill-based programs in Fashion Design and Food Technology; establish industry-academia collaboration for curriculum development
2027-28	Launch B.Com (Hons) in Banking and Finance; introduce certificate programs in Hospitality Management and Tourism; implement interdisciplinary courses; establish Center for Skill Development
2028-29	Introduction of B.Sc. in Data Science; launch diploma programs in Retail Management and E-commerce; implement outcome-based education; establish comprehensive curriculum innovation cell

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

Year	Strategic Plan
2024-25	Target Faculty strength: 60 members (Current Faculty: 53); maintain 1:15 faculty-student ratio; At least 5 publications in total from the institution.
2025-26	Target Faculty strength: 61; ensure 40% faculty have NET/ PhD qualification; establish faculty development fund; encourage research activities with 8 publications from the institution
2026-27	Target Faculty Strength : 66; Recruitment of 5 specialized program faculty; ensure 50% faculty have NET/PhD qualification; establish sabbatical policy for higher studies
2027-28	Target Faculty Strength : 76; ensure 60% faculty have NET/ PhD qualification; establish visiting faculty program; create faculty exchange programs with other institutions
2028-29	Target Faculty Strength : 89; Ensure 70% faculty have PhD; establish emeritus faculty positions; create professor categories/ cadres

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

Year	Strategic Plan
2024-25	Current faculty-to-student ratio: 1:17 (Teachers 53: students 898); Target Ratio: 1:15.; optimize teaching loads and class schedules (as the academic session 2024-25 has already completed)
2025-26	Target faculty-to-student ratio is 1: 15. Considering the projected growth of students, the required number of Faculties: 61; Requirement for new faculty recruitment is =8
2026-27	Target faculty-to-student ratio is 1: 15. Considering the projected growth of students, the required number of Faculties: 66; Requirement for new faculty recruitment is = 5

2027-28	Target faculty-to-student ratio is 1: 15. Considering the projected growth of students, the required number of Faculties: 76; Requirement for new faculty recruitment is =10
2028-29	Target faculty-to-student ratio is 1: 15. Considering the projected growth of students, the required number of Faculties: 89; Requirement for new faculty recruitment is =13

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Establish comprehensive orientation program for new faculty; organize semester wise faculty development workshops; provide training in modern teaching methodologies; create mentorship program pairing new faculty with experienced teachers
2025-26	Implement continuous professional development program; organize quarterly pedagogical training; provide ICT training for digital teaching; establish faculty learning communities; sponsor attendance at academic conferences
2026-27	Launch advanced teaching skills certification program; organize research methodology workshops; provide support for training; establish faculty exchange programs; create innovation in teaching awards
2027-28	Implement comprehensive faculty development policy; organize international webinar series; provide specialized training in outcome-based education; establish faculty research collaborations; create sabbatical leave policy
2028-29	Establish Center for Teaching Excellence; organize annual faculty development conclave; provide advanced research training; implement faculty career advancement programs; create international faculty exchange opportunities

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

Year	Strategic Plan
2024-25	Establish basic faculty evaluation system based on teaching effectiveness, punctuality, and student feedback; implement annual performance review; create faculty development needs assessment; establish peer review system
2025-26	Implement comprehensive faculty evaluation including teaching, research, and service components; establish student feedback mechanism; create faculty self-assessment tools; introduce performance-based incentives
2026-27	Adopt API (Academic Performance Indicator) based evaluation system; implement 360-degree feedback mechanism; establish research output evaluation criteria; create faculty excellence recognition program
2027-28	Implement technology-enabled evaluation system; establish continuous assessment protocols; create faculty development action plans; introduce career advancement pathways; implement grievance redressal mechanism
2028-29	Establish comprehensive faculty evaluation and development ecosystem; implement AI-powered performance analytics; create personalized faculty development plans; establish faculty excellence centers; implement international benchmarking

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

Year	Strategic Plan
2024-25	Through creating positive work environment and career progression path; offer workshops and training modules for faculty development; emphasize institutional mission and values during recruitment
2025-26	create attractive professional development opportunities; establish faculty welfare measures; facilitation for campus quarters for faculties.

2026-27	create research-friendly environment; establish comprehensive benefits package; provide research incentives, initiate Best Teacher Award
2027-28	Establish reputation as preferred employer for academic professionals; create attractive career progression opportunities; implement faculty retention strategies; establish Faculty Aid Fund for exigencies
2028-29	Achieve recognition as premier women's college attracting quality faculty; establish faculty excellence positions; create international collaboration opportunities; implement comprehensive faculty development ecosystem; establish emeritus positions

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

Year	Strategic Plan
2024-25	Optimize classroom utilization through efficient timetable; convert large rooms into two smaller classrooms; establish temporary classrooms for immediate needs
2025-26	Renovate existing spaces for better utilization; implement flexible classroom arrangements; establish multi-purpose halls for large classes
2026-27	Implement smart classroom technologies; create flexible learning spaces; establish outdoor learning areas; optimize space utilization through technology
2027-28	Construct second academic block with 15 additional classrooms; create specialized classrooms for different subjects; implement modular classroom designs; establish virtual classrooms for hybrid learning
2028-29	Achieve total capacity of 50+ modern classrooms; implement comprehensive classroom management system; create adaptive learning spaces; establish technology-enabled flexible classrooms; implement sustainable classroom designs

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Convert library reading hall into classrooms during construction period; utilize halls for large lectures; implement shift system for optimal utilization
2025-26	Construction of 4 more class rooms and 7 New rooms for laboratories .
2026-27	Initiate 15 Smart Class rooms and create 2 specialized computer labs; Create separate administrative building
2027-28	Completion of the SMART class rooms, separation of administrative and academic blocks and expansion of student Common room, department wise office room, Gymnasium Hall
2028-29	Completion of all construction with total 50 classrooms; creation of flexible multi-purpose halls; establishment of outdoor amphitheater; implementation of comprehensive space management system; creation of 24x7 reading hall for 200 students

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Upgrading of essential digital and audio-visual , such as LCD projectors, sound systems, and whiteboards, while also prioritizing the expansion of high-generation computers and campus-wide Wi-Fi to ensure seamless access to digital resources for students and faculty; Procurement of updated Equipment for laboratories, Computer Lab and Language Lab.
2025-26	Installation of smart boards in 15 classrooms; implement digital attendance system; provide individual microphones for faculty; establish video conferencing facility; create interactive learning tools.



Year	Strategic Plan
2026-27	Implementation of comprehensive smart classroom technology; provide tablet/laptop access for faculties; establish virtual reality learning tools; create multimedia content creation facility
2027-28	provide tablet/laptop access for students; create adaptive learning systems; implement sustainable classroom technologies
2028-29	Achieve fully technology-enabled classrooms; implement AI-powered teaching assistance; establish immersive learning environments;

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

Year	Strategic Plan
2024-25	Currently there are 898 students in U.G. Programmes with 295 number of students enrolled in 2024-25. 100-Seater Hostel is under construction and it will be accommodation ready during this year. Conduct feasibility study for another 100-seater hostel construction;
2025-26	With 10% projected growth the number will be 911 for which, the existing facility will be available
2026-27	With opening of B.Ed, P.G.courses and certificate courses the projected growth rate is 25% and students number will be 989
2027-28	With introduction of courses on technical subjects and professional courses the number is projected to touch 1137 with 50% increase in strength
2028-29	With autonomy status and quality improvement and introduction of popular vocational and skill development courses the number is expected to reach 1328 with 75% increase in the existing student strength.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	100-Seater Hostel is under last phase of construction and will be operational soon. Conduct feasibility study for another 100-seater hostel construction; identify suitable land within campus premises; prepare preliminary architectural plans for 50-bed capacity hostel block
2025-26	Secure funding through government grants and CSR partnerships; begin construction of Phase-I hostel block (50 beds) with basic amenities including common room, kitchen, and study areas; Conduct feasibility study for another 100-seater hostel (Hostel No 2)construction
2026-27	Complete Phase-I hostel construction, Community Hall for both the hostels; operationalize with mess facilities; initiate planning for Phase-II expansion (additional 50 beds) based on enrolment growth;
2027-28	Begin construction of Phase-II hostel block; upgrade existing infrastructure with solar water heating and rainwater harvesting systems; establish hostel management committee; Sports facilities and basketball Court for hostel residents. Conduct feasibility study for another 300-seater hostel (Hostel No 3)construction
2028-29	Complete Phase-II construction achieving total capacity of 100 beds; implement digital hostel management system; establish recreational facilities and counselling rooms; Begin the Hostel construction of Hostel No.3

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Operationalizing 100-Seater Hostel is under first phase, which is under construction. Planning for construction of Hostel no 2 with 100 seats
2025-26	Beginning of the construction of Hostel no 2; Construction of Phase-I hostel block (50 beds) with basic amenities including common room, kitchen, and study areas;

2026-27	Complete Phase-I hostel construction; initiate planning for Phase-II expansion (additional 50 beds); Planning for another 300-seater hostel (Hostel No 3) construction
2027-28	Begin construction of Phase-II hostel block of Hostel no 2; upgrade existing infrastructure Sports facilities (basketball Court); Begin the Hostel construction of Hostel No.3 Phase -I with 150 beds capacity.
2028-29	Complete Phase-II construction achieving total capacity of 100 beds and complete Hostel No.3 Phase -I with 150 beds capacity.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Establish hostel quality standards and maintenance protocols; train staff in hostel management best practices; implement feedback mechanism for continuous improvement; develop FSMS (Food Safety Management System) for food safety and hygiene
2025-26	Install modern amenities including Wi-Fi connectivity, adequate lighting, and ventilation systems; establish 24/7 security arrangements with CCTV surveillance
2026-27	Implement preventive maintenance schedules; establish in-house laundry and housekeeping services; create comfortable study spaces and recreational areas
2027-28	Upgrade furniture and fittings; install modern bathroom facilities with hot water supply; establish medical aid room with qualified nurse on duty
2028-29	Implement smart hostel management system; establish gym and indoor games facilities; create peaceful environment with landscaped gardens and meditation spaces

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Upgrade existing kitchen infrastructure with modern cooking equipment; establish hygiene protocols and food safety standards; train mess staff in nutrition and food handling
2025-26	Arrange dining hall capacity to accommodate 100+ students; implement nutritious meal planning with local dietitian consultation; establish organic vegetable garden on campus
2026-27	Install modern kitchen equipment including steam cookers and refrigeration units; implement digital meal planning and feedback system; establish food quality monitoring committee
2027-28	Initiate expansion of mess facilities to cater to 200+ students; implement sustainable practices including composting and waste management; establish partnerships with local organic farmers
2028-29	Complete fully equipped central kitchen with capacity for 200+ students; implement automated meal management system; establish student-run cafeteria for additional snacking options; Initiate expansion of the kitchen to accommodate 150 additional students.

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	This Session is completed. The current strength is 295.
2025-26	Projected growth is increase in number of students by 10% (from current year 2024-25 as the base year ), Projected enrolment : 325 ; increased demand for skill-based placements in local industries and government sector.
2026-27	Projected growth is increase in number of students by 25% (from current year 2024-25 as the base year ), Projected enrolment : 369 ; Growing demand for placements in IT, banking, healthcare, and education sectors; need for industry-specific skill development programs

2027-28	Projected growth is increase in number of students by 50% (from current year 2024-25 as the base year ), Projected enrolment : 443 ; Increased demand for internships in government sectors, NGOs, and emerging sectors like digital marketing and e-commerce; demand for entrepreneurship support
2028-29	Projected growth is increase in number of students by 75% (from current year 2024-25 as the base year ), Projected enrolment : 516 ; Higher expectations for quality placements and diverse opportunities ; demand for and self-employment opportunities

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

Year	Strategic Plan
2024-25	This Session is completed. The current strength is 295.
2025-26	Reactivate the placement cell; create student database with skills inventory; initiate partnerships with 10 local organizations for internships
2026-27	Expand placement cell with qualified placement officer; implement comprehensive skill development programs including computer literacy, communication skills, and interview preparation; establish MoUs with 15+ organizations
2027-28	Launch sector-specific training programs; establish career counseling services; create online placement portal; Launch alumni placement network
2028-29	Implement industry mentorship programs; establish incubation center for student entrepreneurs; expand internship partnerships to 30+ organizations, Establish permanent industry liaison office

**xxi. Can you provide insights into any Plan or initiatives or programs to enhance industry connections and partnerships to expand placement and internship opportunities for the students?**

Year	Strategic Plan
2024-25	Establish connections with local business leaders; initiate partnerships industries; organize industry interaction sessions
2025-26	Launch "Industry-Academia Connect" program; create industry-sponsored skill development courses
2026-27	Implement "Adopt-a-Student" program with partner industries; launch industry-specific certification programs
2027-28	Create "Women Entrepreneur Network" with successful alumnae; establish partnerships with national companies through online platforms; implement industry-integrated curriculum
2028-29	Launch "Rural Innovation Hub" attracting urban industry partnerships; establish permanent industry liaison office; create research partnerships with corporate R&D divisions

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

Year	Strategic Plan
2024-25	Organize bi-annual career fair with 10+ local employers; conduct monthly soft skills workshops; establish "Professional Women Role Model" lecture series
2025-26	Launch virtual career fair connecting with 20+ employers; organize sector-specific workshops (IT, Banking, Healthcare); establish student professional clubs
2026-27	Organize regional career fair hosting 30+ employers and collaborate with <i>UtkarshNimapada Mission</i> ; implement industry immersion

	programs; establish "Women Leadership Conclave" attracting national speakers
2027-28	Launch "Rural Women Empowerment Career Fair" attracting national attention; organize international virtual networking sessions; establish permanent exhibition center, create virtual reality career exploration center
2028-29	Host "East India Women's Career Summit"; establish year-round industry interaction calendar; create virtual reality career exploration center

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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Establish faculty research incentive policy; establish partnerships with RDW University for collaborative research
2025-26	Establish research fund to ₹5 lakhs; establish partnerships with nearby universities for collaborative research; provide seed money for innovative projects; create research mentorship program
2026-27	Launch faculty research excellence awards; establish dedicated research wing; provide conference participation support; implement research outcome-based incentives
2027-28	Create research innovation lab; establish industry-sponsored research projects; provide doctoral study support; launch interdisciplinary research initiatives
2028-29	Establish Center of Excellence in Women's Studies research; create international research collaborations; implement comprehensive research infrastructure with academic enrolment of PhD students

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

<b>Year</b>	<b>Strategic Plan</b>
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2024-25	Provide publication fee support; establish research writing workshops; create faculty research database
2025-26	Draft comprehensive research publication policy; Implement performance-based incentives for high-impact publications; establish editing and proofreading support services
2026-27	Launch "Publication Excellence Awards"; provide journal subscription access through consortium; establish plagiarism detection facility; create research collaboration network
2027-28	Implement API-based criteria to assess; provide international conference participation support; establish research publication tracking system; create faculty research profiles
2028-29	Achieve target of 30+ annual publications; establish institutional research journal; create research publication digital repository; implement comprehensive research evaluation metrics

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

Year	Strategic Plan
2024-25	Current library serves 898 students; It does not have journal subscriptions and digitalisation process is yet to be done. Reading Room is not functional properly, though it remains open for 7 hrs.
2025-26	Projected 10% enrollment growth will require expanded seating capacity and extended hours;there will be increased demand for digital resources students will need additional study spaces; growing demand for online databases and e-journals; requirement for research support services and reference assistance
2026-27	Projected 989 students will necessitate weekend library services; increased demand for career guidance materials and competitive exam resources; need for group study facilities
2027-28	1137 students will require 24/7 access during exam periods; higher demand for research methodology resources and thesis writing support; need for multimedia learning resources
2028-29	1328 students will need comprehensive digital library infrastructure; demand for specialized subject collections and international journals; requirement for virtual reality learning spaces



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

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Implementation of digital catalog system and e-library is under process; training of additional library staff
2025-26	Expand reading room capacity, Construct additional library Reading room wing with 100-seat capacity; install air conditioning and improved lighting.
2026-27	Create dedicated research section with 50 cubicles; establish computer lab with 30 seats; implement Wi-Fi throughout library; create group discussion rooms; establish separate reference section ; Establish 24/7 study hours for library
2027-28	create digital learning center; implement mobile library app; establish book home delivery service for differently-abled students; implement library automation system
2028-29	Complete fully automated smart library with RFID technology; establish virtual reality learning pods; create multimedia production studio;

**xxvii. Plan to update and expand its collection of books, journals, and digital resources to meet the evolving academic needs of the students**

<b>Year</b>	<b>Strategic Plan</b>
2024-25	Planning to develop an e-library which is under process.
2025-26	Add 2,000 new books across all disciplines; subscribe to 5 digital databases; establish e-book collection of 5,000 titles; create subject-wise bibliography database; subscribe to current affairs and competitive exam materials.
2026-27	Expand collection to 10,000 books; increase digital database subscriptions to 10; establish institutional repository;

2027-28	Achieve 20,000 book collection; add multimedia resources including educational videos; establish regional language collection; Make facilities available for differently able students.
2028-29	Maintain 30,000 book collection; establish international journal access; create specialized women's studies collection; subscribe to current affairs and competitive exam materials

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

Year	Strategic Plan
2024-25	Accommodated with the exiting infrastructure .
2025-26	Upgrade existing science labs with modern equipment; establish computer lab with 30 seats; create language lab for English proficiency; set up basic research instruments
2026-27	Construct new laboratory block with physics, chemistry, and biology labs; establish psychology lab with testing equipment; create media and communication lab
2027-28	Set up advanced computer lab with latest software; establish biotechnology lab; create skill development lab for vocational training; install modern audio-visual equipment
2028-29	Establish research laboratory with sophisticated instruments; create innovation lab for student projects; set up environmental science lab; install campus-wide high-speed internet

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

Year	Strategic Plan
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2024-25	This Session is completed. The current strength is 295.
2025-26	Projected growth is increase in number of students by 10% (from current year 2024-25 as the base year ), Projected enrolment : 325 ; increased demand for skill-based placements in local industries and government sector.
2026-27	Projected growth is increase in number of students by 25% (from current year 2024-25 as the base year ), Projected enrolment : 369 ; Growing demand for placements in IT, banking, healthcare, and education sectors; need for industry-specific skill development programs
2027-28	Projected growth is increase in number of students by 50% (from current year 2024-25 as the base year ), Projected enrolment : 443 ; Increased demand for internships in government sectors, NGOs, and emerging sectors like digital marketing and e-commerce; demand for entrepreneurship support
2028-29	Projected growth is increase in number of students by 75% (from current year 2024-25 as the base year ), Projected enrolment : 516 ; Higher expectations for quality placements and diverse opportunities ; demand for and self-employment opportunities

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

Year	Strategic Plan
2024-25	This Session is completed. The current strength is 295.
2025-26	Reactivate the placement cell; create student database with skills inventory; initiate partnerships with 10 local organizations for internships
2026-27	Expand placement cell with qualified placement officer; implement comprehensive skill development programs including computer literacy, communication skills, and interview preparation; establish MoUs with 15+ organizations
2027-28	Launch sector-specific training programs; establish career counseling services; create online placement portal; Launch alumni placement network

2028-29	Implement industry mentorship programs; establish incubation center for student entrepreneurs; expand internship partnerships to 30+ organizations, Establish permanent industry liaison office
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**xxxi. Anticipation on projected growth rate that impact overall financial needs in the next five years**

Year	Strategic Plan
2024-25	10% enrollment of requiring ; increased operational costs by 20%; need for infrastructure expansion funding
2025-26	10% enrollment growth requiring ; increased operational costs by 20%; need for infrastructure expansion funding
2026-27	20% growth from need for 45% increase in expenses; diversified revenue streams; pressure on fee structure optimization
2027-28	30 % growth demanding 50% increase in expenses; requirement for professional financial management; need for cost optimization strategies
2028-29	40% growth requiring 60% increase in expenses; need for financial sustainability model; requirement for endowment building

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

Year	Strategic Plan
2024-25	Establishment of PG section in different subjects, Infrastructure development; faculty recruitment and training; technology upgradation ; student support services
2025-26	Departmental computer centre, Smart class, Modernisation class room, strengthening library and laboratories, Academic infrastructure ; research facility development; campus beautification

2026-27	Sports complex creation, indoor and outdoor court should be established, placement cell development
2027-28	Enhancement of regional (folk), song, drama and music preservation of art forms which face survival challenges, Advanced technology integration; faculty development; industry partnership development
2028-29	FDP programme , International Collaboration; initiation of Smart campus development; research center establishment

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

Year	Strategic Plan
2024-25	Renovate existing classrooms with modern furniture and AV equipment; develop green campus initiatives upgrade electrical infrastructure; enhance security systems; Construction of new rooms and hostel is going on along with wifi connectivity expansion
2025-26	Construct additional academic block; Construction of 4 classrooms; upgrade library infrastructure; renovate 7 laboratories; Initiate 15 Smart Class rooms and create 2 specialized computer labs; improve campus drainage and water supply;
2026-27	Establish central air conditioning in key areas; upgrade IT infrastructure and wifi connectivity; create modern auditorium with 500 capacity; develop sports complex
2027-28	Implement smart classroom technology; establish research and innovation center; create modern administrative block; develop student activity center
2028-29	Complete digital campus transformation; establish international standard facilities; create eco-friendly campus with renewable energy; implement automation in campus administrative works

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

Year	Strategic Plan
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2024-25	Identify critical bottlenecks: limited classroom space, inadequate parking, poor internet connectivity; develop phased solution implementation plan; establish infrastructure monitoring system
2025-26	Address space constraints through vertical and horizontal expansion; improve traffic management and parking facilities; upgrade power infrastructure to meet growing demands; enhance waste management systems
2026-27	Implement sustainable growth model balancing expansion with environmental concerns; create flexible infrastructure that can adapt to changing needs; establish preventive maintenance protocols
2027-28	Develop comprehensive master plan for long-term infrastructure development; implement smart resource management systems; create contingency plans for rapid growth scenarios
2028-29	Achieve sustainable infrastructure model that can support further growth; implement predictive maintenance using IoT sensors; create scalable infrastructure framework for future expansion

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

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
1	<b>Infrastructure</b>						
	New classroom	19.50	2.50	3.50	4	4.50	5
	Modernization and strengthening of laboratories	10	1	1.50	2	2.50	3
	Establishment of new laboratories for PG programs	20	3	3.50	4	4.50	5
	Modernization of classrooms	9	3	2	2	1	1
	Upgradation of Learning Resources	13.50	1.50	2	2.50	3.50	4
	Staff Quarters	57	5	10	12	15	15
	Hostel facility for students	22.50	3.50	4	4.50	5	5.50
	Procurement of equipment for academic improvement	8.20	1	1.20	1.50	2	2.50
	Procurement of furniture and fixtures	14.20	02	2.50	3	3.20	3.50
	Establishment/Upgradation of Central and Departmental Computer Centres	8.20	1	1.20	1.50	2	2.50

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	Modernization/improvements of supporting departments	8.50	1	1.50	2	2	2
	Modernization and strengthening of libraries and increasing access to knowledge resources	8.20	1	1.20	1.50	2	2.50
	Refurbishment (Minor Civil Works)	11.70	1	1.50	2.70	3	3.50
	<b>Total of Infrastructure</b>	<b>210.50</b>	<b>26.50</b>	<b>35.6</b>	<b>43.2</b>	<b>50.2</b>	<b>55</b>
2	<b>Research and development support</b>						
	Establishment and functioning of Research Cell	6.70	0.50	1	1.50	1.70	2
	Teaching and Research Assistantships to increase enrolment in existing and new PG programmes	5.75	0.50	0.75	1	1.50	02
	Research Assistance support to faculty	1.15	0.10	0.15	0.25	0.30	0.35
	Provision of resources for research support	1.29	0.70	0.10	0.13	0.16	0.20
	Enhancement of R&D and institutional consultancy activities	8	1	1.25	1.50	2	2.25
	<b>Total of Research and development support</b>	<b>22.89</b>	<b>2.8</b>	<b>3.25</b>	<b>4.38</b>	<b>5.66</b>	<b>6.80</b>
3	<b>Faculty Development Support</b>						



Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)						
			2024-25	2025-26	2026-27	2027-28	2028-29		
	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	10	1	1.50	2	2.50	3		
	Faculty exposure programme	15	2	2.50	3	3.50	4		
	<b>Total of Faculty Development Support</b>	<b>25</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>		
4	<b>Institutional Reforms</b>								<b>Institutional</b>
	Technical assistance for procurement and academic activities	8.25	1	1.25	1.50	2	2.50		
	Institutional management capacity enhancement	5	0.50	0.75	1	1.25	1.50		
	<b>Total of Institutional Reforms</b>	<b>13.25</b>	<b>1.50</b>	<b>2</b>	<b>2.5</b>	<b>3.25</b>	<b>4</b>		
5	<b>Academic support</b>								<b>Academic su</b>
	Creation of new departments/courses	8.40	1	1.50	1.70	2	2.20		
	Curriculum revision and planning	1.85	0.20	0.30	0.40	0.45	0.50		
	Modernisation and technology enabled academic and	7.35	1	1.25	1.40	1.70	2		

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	examination/assessment system						
	Library improvement programme	6.35	0.75	1	1.35	1.50	1.75
	Procurement books for Library	5.75	0.75	1	1.20	1.30	1.50
	Procurement of journal and newspapers	0.74	0.10	0.12	0.15	0.17	0.20
	Enhanced Interaction and communication with Industry	1.50	0.20	0.25	0.30	0.35	0.40
	Temporary faculty engagement	9.75	1	1.25	2	2.50	3
	Student support activities	6.70	0.50	0.70	1	2	2.50
	<b>Total of Academic Support</b>	<b>48.39</b>	<b>5.50</b>	<b>7.37</b>	<b>9.50</b>	<b>11.97</b>	<b>14.05</b>
<b>6</b>	Any Other (Pl. mention)						
	Support for sports activities	5.75	0.50	0.75	1	1.50	2
	Skill Development	11.25	1.50	1.75	2	2.50	3.50
	Preservation of indigenous art forms and craft	2.60	0.30	0.35	0.45	0.50	1
	<b>Total of others</b>	<b>19.60</b>	<b>2.30</b>	<b>19.60</b>	<b>3.45</b>	<b>4.5</b>	<b>6.5</b>

Sl. No.	Activities	Project Life Allocation	Response (Financial Year – Wise)				
			2024-25	2025-26	2026-27	2027-28	2028-29
	GRAND TOTAL	356.38	41.6	71.82	68.03	81.58	93.35

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