

INSTITUTIONAL DEVELOPMENT PLAN

Year 2019-2023



Maharaja Sriram Chandra Bhanja Deo University
Takatpur, Baripada, Mayurbhanj, Odisha 757003

Vision and Mission

Vision

To emerge as a centre of academic excellence with a global perspective and a local focus

To generate and dissemination new knowledge and equip the youth with vital life skills and core values that would transform the region served by Maharaja Sriram Chandra Bhanja Deo University

To advance the frontiers of knowledge through research and foster innovation

To instil in the students and faculty a deep respect for social and cultural and natural diversity and for human dignity and rights

To ensure that the pursuit of excellence is creatively combined with the expansion of access and promotion of equity

Mission

1. Providing our students a safe and functional space conducive to learning, working and conducting research by virtue of professionalism, excellence, teamwork and environmental stewardship in consonance with national needs and global standards
2. Providing a clean, efficient, sensitive and transparent system of administration and governance for all its stakeholders including society at large
3. Enabling the University to exemplify the highest ideals of social equity, gender justice and compassion for the weak and disadvantaged
4. Fostering functional and outcome based academic linkages with national and global organizations including industry for advancing knowledge, aiming at stakeholder engagement, social impact through research, innovation, consultancy and outreach.



1. STRATEGIC GOALS

- Increasing Gross Enrolment Ration (GER) and overall graduation rates, including under-represented categories like SC/ST/Transgender(TG)/Differently-Abled(DA)
- Creating opportunities to gain knowledge skills and credentials in high demand fields, so as to improve employment placement rates (both off/on campus) of students by providing support services like career counseling, ICT training, communication skills, remedial coaching
- Building environment sustainable campus facilities like solar power, water harvesting, waste management & recycling, plantation and cleanliness
- Fostering educational social responsibility by creating awareness in common man about superstitions, e-payment/money, health and hygiene, rights, ill-effects of liquor and motivating him to join the mainstream of development
- Identifying new sources of funds for university activities – collaboration with industrial houses; royalty from patents and books, offering consultancy in fields of necessity and expertise available with faculty; improving alumni engagement
- Enhancing institutional network capacity to improve university's regional and national reputation
- Adoption of E-governance including exam (NAD); accounts-automation; MIS for office automation, e-payment thru POS machines
- To ensure access and equity for stakeholders across category and gender



2. DEVELOPMENTAL OBJECTIVES

Curriculum Excellence

Objective 1	Increasing Gross Enrolment Ratio (GER) and overall graduation rates of students
Objective 2	Creating opportunities to gain knowledge skills and credentials in high demand fields, so as to improve employment placement rates (both off/on campus) of students
Objective 3	Fostering educational social responsibility

Objective 1	Increasing Gross Enrolment Ratio (GER) and overall graduation rates of students									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Providing remedial coaching to raise the level of low-performers	Y	Y	Y	Y	Y	Chairman, PGC	Academic Audit	continue	
2	Providing free ICT training to enhance employability	Y	Y	Y	Y	Y	Placement Officer	No. of students placed	-do-	
3	Inclusion of non-traditional category of students along with SC/ST (for ex. TG and DA)	Y	Y	Y	Y	Y	Chairman, PGC	Review of Admissions	-do-	

Objective 2	Creating opportunities to gain knowledge skills and credentials in high demand fields, so as to improve employment placement rates (both off/on campus) of students									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Career Counseling and Mentoring	Y	Y	Y	Y	Y	Prof. I/c, CCC	Feedback from students	continue	
2	Communicative Skills training	Y	Y	Y	Y	Y	-do-	Conduct Literary activities and observe results	-do-	
3	Improve employment placement rates	Y	Y	Y	Y	Y	Placeme nt Officer	Feedback from alumni	-do-	

Objective 3	Fostering educational social responsibility									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Conducting awareness programmes in the vicinity of the university regarding HIV/AIDS, ill-effects of liquor, child marriages; rights (various govt. programmes / voting)	Y	Y	Y	Y	Y	NSS Programme Officer	The NSS volunteers are evaluated on the basis of hours spent by different activities with a target of 240 hours. The best among them are	The NSS Unit has a plan to extend it activity at national level	

								through an evaluation committee. The Maharaja Sriram Chandra Bhanja Deo University NSS backed national award from Honorable President of India as the best performing University in the country.	
2	Village adoption for eradication of superstitions, health and hygiene	Y	Y	Y	Y	Y	-do-	The Maharaja Sriram Chandra Bhanja Deo University has adopted the Jiani village of Mayurbhanj district to eradicate superstitions, and improve the health, hygiene and education	In future more number of villages will be adopted.
3	Free blood donation, eye camps, organ donation	Y	Y	Y	Y	Y	-do-	The NSS unit regularly conducts Free blood donation, eye camps, organ donation camp and awareness programme at Mayurbhanj and Keonjhar districts	The activity will be expanded to state level

Pedagogical Excellence

Objective 1	Adopting CBCS with semester pattern and assignment of grade with internal assessment
Objective 2	Anytime-Anywhere learning thru UGC's SWAYAM platform
Objective 3	Institute-Industry interaction based course structure

Objective 1	Adopting CBCS with semester pattern and assignment of grade with internal assessment									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Continuous evaluation to ensure consistency	Y	Y	Y	Y	Y	CoE/Chairman, PGC	Academic Council	continue	
2	Skill development courses included to enhance employability	Y	Y	Y	Y	Y	Chairman, PGC	Board of Studies	-do-	
3	Uniformity in syllabus ensuring quality benchmarking all over the state	Y	Y	Y	Y	Y	CoE / Chairman, PGC	DHE	-do-	

Objective 2	Anytime-Anywhere learning thru UGC's SWAYAM platform									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Conduct awareness workshop	Y	Y	Y	Y	Y	USC	USC, PG Council	continue	
2	Approval by Statutory bodies like Academic Council and Syndicate and nomination of University SWAYAM coordinator	Y	Y	Y	Y	Y	NA	USC	-do-	
3	Online registration of coordinator, mentors and students	Y	Y	Y	Y	Y	USC	USC	-do-	

Objective 3	Institute-Industry interaction based course structure									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Industry interface meetings	Y	Y	Y	Y	Y	Placement Officer	Attendance/Participation	The frequency of the meeting will be increased in coming years	
2	Provision of summer Internships	Y	Y	Y	Y	Y	-do-	Number of internships / year	At least one internship for each	

									subject
3	Industry expert member to be included in Board of Studies	Y	Y	Y	Y	Y	Controller of Examination	Board of Studies	At least one expert per subject

Academic Administration

Objective 1	To ensure access and equity for stakeholders across category and gender
Objective 2	Identifying new sources of funds for university activities
Objective 3	Enhancing institutional network capacity to improve university's regional and national reputation

Objective 1	To ensure access and equity for stakeholders across category and gender								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Ensuring exclusive facilities for girls like sports, common rooms, toilets, SNVM, self-defense training	Y	Y	Y	Y	Y	Warden of Hostels	Warden of Hostels	More budget will be allocated for cleaning and improving sports, common rooms, toilets, SNVM, self-defense training
2	Creating awareness on gender equality and include TG as a category during Application phase	Y	Y	Y	Y	Y	Chairman, PGC	Chairman, PGC	Gender equality awareness campaign will be carried out by displaying posters in all academic buildings.
3	Provision for Braille, Narrator, Wheelchair, Ramp-equipped buildings	Y	Y	Y	Y	Y	PG Council	Prof./c Stores	Budget will be allocated

Objective 2 Identifying new sources of funds for university activities									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Collaboration with industrial houses	Y	Y	Y	Y	Y	Placement Officer	Placement Officer	Industrial liaisoning
2	Royalty from patents and books	Y	Y	Y	Y	Y	Director, IPR	Director, IPR	Motivate to increase the number of patents and books
3	Offering consultancy in fields of necessity and expertise available with faculty	Y	Y	Y	Y	Y	Director, R&D	Director, R&D	Motivate to increase the number and offer incentives
	Encouraging alumni engagement	Y	Y	Y	Y	Y	Chairman, PGC	Chairman, PGC	Increased connectivity with Alumni

Objective 3 Enhancing institutional network capacity to improve university's regional and national reputation									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Research collaboration with R&D institutions	Y	Y	Y	Y	Y	Director, R&D	Director, R&D	Inviting International and National level experts to the University by organizing regular seminars and arranging visiting expert lectures
2	Faculty and Student exchange both at national and international level	Y	Y	Y	Y	Y	Registrar / Chairman, PGC	Registrar / Chairman, PGC	Proactively increase the connectivity with Internationally reputed organization

									s for student/faculty exchange programme
3	Offering consultancy based upon local resources available and need	Y	Y	Y	Y	Y	Director, R&D	Director, R&D	Priorities will be given to identify the local needs and publicize the expertise available.

Examination Reforms

Objective 1	Automation of examination section including NAD of UGC
Objective 2	Open book examination / Online examination
Objective 3	Computerized evaluation

Objective 1	Automation of examination section including NAD of UGC								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Preparation of System requirement specification after identifying the functional modules	Y	Y				Controller of Examination	Creation of technical committee to monitor and evaluate half yearly basis	Allocating money for maintenance
2	Identifying the service provider for NAD deployment	Y					Nodal Officer	Discuss the modalities as specified by MHRD and select the best provider	Make provision for renewal of service
3	Signing MoU with the selected provider	Y					Registrar	Initiate a meeting and identify witnesses to sign the bipartite MoU	Agree to terms and conditions and scope for improvement/modification

Objective 2	Open book examination / Online examination
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Identifying software providers for examination software package	Y	Y				Controller of examination	Creation of technical committee to monitor and evaluation thru Feedback from various stakeholders on half yearly basis	Addition of updated version of software for improvement based upon feedback and suggestions
2	Preparation of Question Bank/Database by authorized Question Paper setters from a prescribed syllabus and logic design for selection of questions that do not repeat	Y	Y	Y	Y	Y	Controller of examination	Creation of technical committee to monitor and evaluate half yearly basis	Questions from new research and innovation will be included periodically
3	Identification of authorized online examination centres and logistic and security arrangements	Y	Y	Y	Y	Y	CoE	Technical team to identify centers with infrastructural facility in the state	Constitution of squad team and allocation of funds for the purpose

Objective 3		Computerized evaluation							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Purchase and installation of infrastructure to digitize the answer-scripts	Y	Y	Y			Controller of examination	Technical team and purchase committee	Maintenance contract and allocation of funds
2	Round the clock high speed internet facility	Y	Y	Y	Y	Y	Director, Computer Centre	Technical Committee	Suggestions and recommendations by the technical committee
3	Server and Client machines with the required software	Y	Y	Y			Director, Computer Centre	High level monitoring committee	Maintenance contract and allocation of funds

Infrastructural Development & Maintenance

Objective 1	Renewable energy (solar) infrastructure
Objective 2	Waste Management and Recycling
Objective 3	Green and Clean university environment

Objective 1 Renewable energy (solar) infrastructure										
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Identify the equipment to be powered by Solar energy to estimate the total power requirement for each building and its vicinity	Y	Y				Technical Team	Creation of technical committee to monitor and evaluation through feedback from various stakeholders on half yearly basis	Updation of equipment to be powered by solar energy	
2	Installation of Solar panels of the required capacity		Y	Y	Y		Registrar	Technical Committee	Maintenance contract and allocation of funds	
3	Maintenance contract to be signed		Y	Y	Y		Registrar	Terms and conditions to be agreed-upon by both parties	Extension of Service level agreement	

Objective 2 Waste Management and Recycling										
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Spreading awareness amongst employees and students regarding biodegradable waste and its proper disposal	Y	Y	Y	Y	Y	Nodal Officer	Constitution of a team headed by the nodal officer	Implementation of regular awareness program	
2	Waste management policy to be framed for different kinds of waste generated and Liaison with Pollution control board of the state for e-waste/toxic waste collection	Y	Y	Y	Y	Y	All department HsOD	Team headed by the nodal officer	Allocation of funds for waste management	
3	Earmark site for biological, chemical, e-waste disposal and recyclable waste	Y	Y	Y	Y	Y	Concerned HsOD	Team headed by the nodal officer	Demand-based clearance of waste sites	

Objective 3	Green and Clean university environment									
Sl. No.										
1	Earmark site for plantation and select plants that help in air purification, beautification and check soil erosion	Y	Y	Y	Y	Y	Develop ment Officer	Prof.I/c, Campus Beautification and team	Fund allocation	
2	Pledge to not use polythene / plastic / other non-biodegradable material	Y	Y	Y	Y	Y	Policy Decision by the Registrar	Prof.I/c, Campus Beautification and team	Regular awareness program	
3	Beautification and Landscaping to promote a sense of health and hygiene	Y	Y	Y	Y	Y	Develop ment Officer	Prof.I/c, Campus Beautification and team	Allocation of funds	

Partnering with Knowledge Hubs

Objective 1	Network Capacity enhancement for knowledge exchange									
Objective 2	Multidisciplinary Research									
Objective 3	Collaborative Research									

Objective 1	Network Capacity enhancement for knowledge exchange									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainabil ity plan	
1	Signing MoUs with R&D institutions	Y	Y	Y	Y	Y	Registrar	Director, R&D	Motivation and continuity	
2	Exchange of Research Scholars	Y	Y	Y	Y	Y	Heads of PG Department s	Director, R&D	Motivation and continuity	
3	Sharing research facility/instruments	Y	Y	Y	Y	Y	Registrar	Director, R&D	Motivation and continuity	

Objective 2	Multidisciplinary Research									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainabil ity plan	
1	Encourage faculty to submit inter-departmental research projects	Y	Y	Y	Y	Y	Heads of PG Departm ents	Director, R&D	Motivation and continuity	

2	Setting up of multi-disciplinary study and research centres	Y	Y	Y			Nodal Officer	Director, R&D shall monitor and evaluating utilization through the maintenance of logbooks	Maintenance of equipment through AMC and allocation of funds for repair and upgradation
3	Facilitating a common forum that would bring researchers together	Y	Y	Y	Y	Y	Director, R&D	Director, R&D and team	Motivation and continuity

Objective 3 Collaborative Research									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Inter-departmental research forums	Y	Y	Y	Y	Y	Director, R&D	Director, R&D and team	Motivation and continuity
2	Inter-institutional research collaborative project proposals	Y	Y	Y	Y	Y	Registrar	Director, R&D	Motivation and continuity
3	Opportunities for collaborative research project submission (for eg. BRICS)	Y	Y	Y	Y	Y	Registrar	Coordinator and Investigators monitor and funding agency evaluates	Motivation to collaborate

Automation and Information Technology

Objective 1	Examination automation
Objective 2	Office automation
Objective 3	Sensor technology for classrooms, water tanks, lights/fans etc.

Objective 1 Examination automation									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	NAD implementation and storage of transcripts etc.	Y	Y	Y	Y	Y	Controller of examination/Nodal Officer	Technical Committee	Extension of SLA and allocation of funds for maintenance

2	OMR sheets for entrance examination	Y	Y	Y	Y	Y	Controller of examination	Technical Committee	Maintenance of SCANTRON
3	Online examination	Y	Y	Y	Y	Y	Controller of examination	Controller of examination and Chairman, PG Council	Feedback and regular assessment
4	Computerized evaluation	Y	Y	Y	Y	Y	Controller of examination	Technical Committee	Motivating examiners and incentives

Objective 2		Office automation							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	File tracker software system	Y	Y				Registrar	Technical team	Motivating examiners and incentives
2	Paperless Office	Y	Y	Y	Y	Y	Registrar	Technical team	Motivating examiners and incentives
3	e-applications	Y	Y	Y	Y	Y	Chairman, PG Council	Technical team	Feedback and Improvement of the contents

Objective 3		Sensor technology for classrooms, water tanks, lights/fans etc.							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Sensor based automatic light/fan on/off system	Y	Y	Y	Y	Y	Development Officer	Maintenance Officer and team	Fund allocation
2	Sensor control of level of water flow into overhead storage tanks	Y	Y	Y	Y	Y	Development Officer	Maintenance Officer and team	Regular maintenance and improvement
3	Motion sensor/object recognition – based security alarm	Y	Y	Y	Y	Y	Development Officer	Maintenance Officer and team	Regular maintenance and improvement

Stakeholders Involvement

Objective 1	Students as stakeholders for enhancing retention rates
Objective 2	Staff as stakeholders for enhancing the quality of coordinated and cooperating employees
Objective 3	Maximum stakeholder involvement to foster regional and national reputation

Objective 1	Students as stakeholders for enhancing retention rates								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Periodic feedback and Action Taken Report (ATR) to be documented	Y	Y	Y	Y	Y	Chairman, PGC	Director, IQAC and team	Implementation of the suggestions and documenting the action taken to be taken seriously
2	Involve in decision making committees of the university	Y	Y	Y	Y	Y	Registrar	Registrar and Vice Chancellor	Encourage their proactive participation
3	Counselling and promoting value education	Y	Y	Y	Y	Y	Chairman, PGC	Chairman, PGC	Continue workshops and campaigns

Objective 2	Staff as stakeholders for enhancing the quality of coordinated and cooperating employees								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Periodic feedback and ATR to be documented	Y	Y	Y	Y	Y	Registrar	Director, IQAC and team	Implementation of the suggestions and documenting the action taken to be taken seriously
2	Involve staff in decision making committees	Y	Y	Y	Y	Y	Registrar	Registrar and Vice Chancellor	Encourage their proactive

									participation
3	Skill enhancement training to be conducted to develop mutual trust	Y	Y	Y	Y	Y	Director, R&D	Registrar	Continue workshops and campaigns

Objective 3		Maximum stakeholder involvement to foster regional and national reputation							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Involve parents to enhance quality of facilities provided to students, especially boarders	Y	Y	Y	Y	Y	Warden Hostels	Director, IQAC and team	Implementation of the suggestions and documenting the action taken to be taken seriously
2	Involve local citizens in the administration of the university; to understand their expectations	Y	Y	Y	Y	Y	Registrar	Director, IQAC and team	Encourage their proactive participation
3	Involve local authorities in various decision making and administrative activities for a symbiotic relationship	Y	Y	Y	Y	Y	Registrar	Syndicate	Promote a sense of civic responsibility

Manpower Management

Objective 1	Engage faculty in administration, to enhance their admin. Abilities
Objective 2	Involve faculty and staff in cultural and sports clubs
Objective 3	Involve students in various functional committees

Objective 1		Engage faculty in administration, to enhance their admin. Abilities							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Rules and gaining knowledge about statute, accounts manual etc.	Y	Y	Y	Y	Y	Registrar	Assigning responsibilities and observing outcome	Occasional workshops
2	Engagement in stores, examinations, development, budget preparation etc.	Y	Y	Y	Y	Y	Registrar	Effective outcome	Continue with the strategy

3	Impart training where necessary like budget, audit, file processing	Y	Y	Y	Y	Y	Registrar	Conduct mock test or give questionnaire	Assess and repeat for new comers
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Objective 2		Involve faculty and staff in cultural and sports clubs							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Utilization of extra time and at the same time personnel engagement is optimally utilized	Y	Y	Y	Y	Y	Registrar	Chairman, PG Council	Assign responsibility and incentivize
2	Enables stress relief and alleviates boredom	Y	Y	Y	Y	Y	Registrar	Registrar and Chairman, PG Council	Assign responsibility and incentivize
3	Interaction forums for faculty and students, bridging relationship	Y	Y	Y	Y	Y	Registrar	Chairman, PG Council	Conduct regular research conclave and forums

Objective 3		Involve students in various functional committees							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Enables transparency in the university processes and Building trust and lessening undue demands from students	Y	Y	Y	Y	Y	Chairman, PG Council	Chairman, PG Council	Motivate proactivity
2	Conduct literary, yoga & meditation, value education, cultural, sports clubs involving the students for improving their overall personality	Y	Y	Y	Y	Y	Chairman, PG Council	Chairman, PG Council	Motivational workshops
3	Need assessment meetings and requirement analysis	Y	Y	Y	Y	Y	Director, IQAC	Registrar	Awareness workshops

Legal Compliances

Objective 1	Sexual Harassment and gender bias free campus
Objective 2	Ragging free campus and residence areas
Objective 3	RTI compliance

Objective 1 Sexual Harassment and gender bias free campus										
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	A sexual harassment and grievance redressal cell constituted and also an Internal Complaints Committee (ICC) constituted/changed every 3 years	Y	Y	Y	Y	Y	Prof. I/c, SH & GR cell; Head, ICC	Registrar and Vice Chancellor	Awareness workshops and sensitization workshops	
2	An exclusive web page designed for lodging complaints, a drop box deployed in the central library including gender balance / equal opportunity issues	Y	Y	Y	Y	Y	Prof. I/c, Website	Registrar	Updation in terms of law enforcements	
3	Regular Gender sensitization training workshops conducted and awareness campaigns	Y	Y	Y	Y	Y	Nodal Officer	Chairman, PG Council	Continuity in programs	

Objective 2 Ragging free campus and residence areas										
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Constitution of anti-ragging cell	Y	Y	Y	Y	Y	Chairman, PG Council	Chairman, PG Council	Spreading awareness amongst students	
2	Awareness posters and publicize the ill-effects/legal repercussions of ragging	Y	Y	Y	Y	Y	Chairman, PG Council	Chairman, PG Council	Ensure continuity	
3	Anti-ragging affidavit to be signed by both the student and the parent online/offline during admission	Y	Y	Y	Y	Y	Chairman, PG Council	Chairman, PG Council	Strict adherence to the SC verdict	

Objective 3 RTI compliance										
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Designating one of the persons as Public Information Officer to deal with RTI	Y	Y	Y	Y	Y	Registrar	Registrar	Re-designate after completion of tenure	
2	Awareness about right to information and the RTI guidelines	Y	Y	Y	Y	Y	Public Information Officer	Registrar	Posters display and promotion via website	
3	Upload the RTI related information (including the form) on the website	Y	Y	Y	Y	Y	Director, Computer Centre	Public Information Officer	Keep updating any new laws and amendments	

Creating Institutional Brand Image

Objective 1	Creating a niche in flora, fauna and microbiota research
Objective 2	Filing Intellectual Property Rights for the research outcome
Objective 3	High Impact Factor Research Journal Publication

Objective 1	Creating a niche in flora, fauna and microbiota research									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Active research availing the resources in the twin districts of Mayurbhanj and Keonjhar	Y	Y	Y	Y	Y	Director, Centre for Similipal Studies and team	Director, R&D	Identify local needs and frame goals	
2	Conduct outreach programmes to disperse the knowledge to the grass root level	Y	Y	Y	Y	Y	Director, Centre for Similipal Studies and team	Director, R&D	Involve NSS Bureau for maximum reachability	
3	Creating a knowledge hub in the eastern region	Y	Y	Y	Y	Y	Director, R&D	Registrar	Ensure and encourage optimum utilization	

Objective 2	Filing Intellectual Property Rights for the research outcome									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Provide infrastructural facility for high end research	Y	Y	Y	Y	Y	Prof.I/c, IPR	Registrar	Maintenance contract and fund allocation	
2	Subscription of Online Journals from reputed research publishers	Y	Y	Y			Prof.I/c, Library	Registrar	Fund allocation and renewal	
3	Encourage research collaborations	Y	Y	Y	Y	Y	Director, R&D	Registrar	Motivate and fund for initial mobility	

Objective 3	High Impact Factor Research Journal Publication									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Provide state-of-art research facility	Y	Y	Y			Development Officer	Director, R&D and team	Maintenance contract and fund allocation	
2	Pooling of consultants from industry and academia of national and international repute	Y	Y	Y	Y	Y	Director, R&D	Chairman, PG Council	Fund allocation for remuneration	
3	Conducting conferences/seminars/symposia on thrust areas of research	Y	Y	Y	Y	Y	HsOD	Director, R&D	Fund allocation	

Research & Development

Objective 1	Establishment of advanced research labs to promote multi-disciplinary research
Objective 2	High end computing facility, software and simulation packages
Objective 3	Providing funds for publication of research findings
Objective 4	Modernizing Center for Similipal Studies into a Centre of excellence

Objective 1	Establishment of advanced research labs to promote multi-disciplinary research									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Provision of space and building of labs	Yes	Yes				Building Nodal officer	Registrar	Identify possibility of extension and sources of fund	
2	Procurement of research equipment		Y	Y			Prof. I/c, Stores	Building Nodal Officer	Maintenance contract and fund allocation	
3	Training of research manpower	Y	Y	Y	Y	Y	Director, R&D	Director, R&D and team	Fund allocation for conduct of training	

Objective 2	High end computing facility, software and simulation packages
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Provide free access of faculty, students and research scholars to the common computing facility	Y	Y	Y	Y	Y	Policy decision by advisory committee	Director, Computer centre shall monitor and evaluate utilization through the maintenance of logbooks	Maintenance of equipment through AMC and allocation of funds for repair and upgradation
2	Identification of required software and simulation packages for research studies	Y	Y				Technical team	Technical Team	Fund for up-gradation and license renewal
3	Ensure optimal use and regular maintenance of the facility	Y	Y	Y	Y	Y	Prof. I/c Maintenance	Director, Computer Centre	AMC and fund allocation

Objective 3		Providing funds for publication of research findings							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Earmarking the Journals for publishing	Y	Y	Y	Y	Y	HsOD	Director, R&D	Upgradation of the list as per UGC
2	Providing travel grant for showcasing the research output	Y	Y	Y	Y	Y	Registrar	Director, R&D	Identify sources of fund and allocation
3	Conducting IPR workshop to protect research innovations	Y	Y	Y	Y	Y	Director, R&D	Director, IPR	Conduct awareness workshops

Objective 4		Establishing Centre for Similipal Studies as a Centre of excellence							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	To explore the natural resources potential through research activities including the socio-economic	Y	Y	Y	Y	Y	Director, CSS	Director, Centre for Similipal	Up gradation

	Upliftment of tribal communities residing inside the SBR								Studies	
2	Development of State-of-Art infrastructural facilities through CoE	Y	Y	Y	Y	Y	Direct or, CSS	Director, Centre for Similipal Studies	Up gradation	
3	To explore the potential of bioresources (medicinal plants, mushrooms, microorganisms) for their pharmaceuticals and industrial applications	Y	Y	Y	Y	Y	Direct or, CSS	Director, Centre for Similipal Studies	Up gradation	

Social Outreach Programmes

Objective 1	Adoption of rural areas in the vicinity
Objective 2	Conservation of forests and natural resources of Mayurbhanj and Keonjhar
Objective 3	Improving livelihood of indigenous tribes and conserve their language and culture

Objective 1	Adoption of rural areas in the vicinity								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Identify rural areas in the vicinity to be adopted to conduct awareness programs for school children, local people about superstitions, health and hygiene, education, environment, conservation, soil; Self defense training program for all the girls in the vicinity	Y	Y				NSS Programme Officer	Director, College Development Council (CDC)	Spread awareness and continue working with an improved target
2	Conduct a survey to understand the needs and requirements of the local people	Y	Y				NSS Programme Officer	Director, College Development Council (CDC)	Conduct awareness camps on various aspects
3	Improve methodology in the already adopted village, named Jiani, Chandua block	Y	Y	Y			Registrar in coordination with NSS Team	Director, College Development Council (CDC)	Survey forms could be designed and distributed

Objective 2	Conservation of forests and natural resources of Mayurbhanj and Keonjhar
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Conducting awareness camps	Y	Y	Y	Y	Y	Nodal Officer, Centre of Excellence (COE)	By Nodal officer and the team	Fund allocation and a strategic plan
2	Formation of Eco-club	Y					COE team	By Nodal officer	Goals and objectives with defined deliverables
3	Involving youth for the above activities	Y	Y	Y	Y	Y	Chairman, PG Council	By Nodal officer and the team	Provide certificates, attendance, quota in higher degree etc..

Objective 3 Improving livelihood of indigenous tribes and conserve their language and culture

Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Conducting training on skill development programmes on alternate livelihood like pisi -culture, seri-culture, epi-culture, dairy, poultry, horticulture, flori-culture, no-timbered forest produce	Y	Y	Y	Y	Y	Director, CSS	By Nodal officer and the team	Fund allocation and a strategic plan
2	Providing consultancy to the youth for employment	Y	Y	Y	Y	Y	Prof. I/C, Career & Counseling Cell	By Nodal officer and the team	Continue
3	Start-up programmes in MSME (medium and small scale enterprises)	Y	Y	Y	Y	Y	Prof. I/C, Startup Club	By Nodal officer and the team	Continue

Monitoring and Evaluation

Objective 1	Achieve academic excellence
Objective 2	Academic Progression
Objective 3	Continuous and Comprehensive evaluation

Objective 1	Achieve academic excellence
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Collecting feedback from students	Y	Y	Y	Y	Y	Chairman, PGC	Director, IQAC and team	Motivate the students to give genuine feedback
2	Conducting Academic Audit thru parent-teacher and alumni meet	Y	Y	Y	Y	Y	Director, IQAC	Director, IQAC and team	Motivate to give genuine feedback and maintain cent percent attendance on the days of feedback collection
3	Analysis of feedback to suggest for improvement	Y	Y	Y	Y	Y	Director, IQAC	Director, IQAC and team	Incentives to good performers identified from the feedback

Objective 2 Academic Progression									
Academic Progression	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Result analysis	Y	Y	Y	Y	Y	Controller of Examination	Chairman PG Council/ IQAC	Special staff
2	Admission into higher degrees	Y	Y	Y	Y	Y	Chairman, PG Council	Academic audit committee	Campaign and motivate
3	Monitor progression across gender and social categories	Y	Y	Y	Y	Y	Chairman, PG Council	Academic audit committee	Spread awareness and offering remedial coaching

Objective 3 Continuous and Comprehensive evaluation									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Internal assessment	Y	Y	Y	Y	Y	HsOD	Chairman, PGC	Continue

2	Assignments and Quiz	Y	Y	Y	Y	Y	-do-	Chairman, PGC	Continue
3	Student Seminar and project presentation	Y	Y	Y	Y	Y	-do-	Chairman, PGC	Continue

Employment

Objective 1	Active Career Counselling centre
Objective 2	Coaching for Services/competitive exams
Objective 3	Placement Cell for arranging On/Off campus placement

Objective 1	Active Career Counselling centre								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Provide Communication skill training	Y	Y	Y	Y	Y	Prof./c Career Counseling	Chairman, PG Council	Invite experts from recruiting organizations
2	ICT training facility	Y	Y	Y	Y	Y	Director, CC	Chairman, PG Council	Understanding need and fund allocation
3	Industry-institute interface	Y	Y	Y	Y	Y	Prof./C Career Counseling	IQAC cell	Understand demands of the industry and allocate funds for the same
Objective 2	Coaching for Services/competitive exams								
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Hire resource persons for each component	Y	Y	Y	Y	Y	Prof./C Career Counseling	Registrar	Fund allocation
2	Constitution of cell for the purpose and also a Prof. i/c	Y					Registrar/C hairman Pg Council	-do-	Ensure functionality of the cell
3	Provide study material and conduct review tests	Y	Y	Y	Y	Y	Prof./C Career Counseling	Academic Audit committee	Reserve funds for the purpose

Objective 3	Placement Cell for arranging On/Off campus placement
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Conducting on-campus placement activity	Y	Y	Y	Y	Y	Placement Officer	Chairman, PG Council	Fund allocation and a public relations officer required
2	Coordinating with industry and R&D institutions to provide placement	Y	Y	Y	Y	Y	-do-	Chairman, PG Council	PRO to liaison
3	Conducting employers fair	Y	Y	Y	Y	Y	-do-	Registrar	Funding and publicity, ensuring participation

Supporting Students from Disadvantaged Backgrounds

Objective 1	Upliftment of socially and educationally backward classes
Objective 2	To empower girl Child
Objective 3	To conduct remedial classes for SC and ST students

Objective 1	Upliftment of socially and educationally backward classes									
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan	
1	Special and remedial coaching provision	Y	Y	Y	Y	Y	Prof.I/c, SC/ST cell	Chairman, PG Council	Funding support for expert lectures	
2	Functional SC/ST cell	Y	Y	Y	Y	Y	Prof.I/c, SC/ST cell	Chairman, PG Council	Funding support for expert lectures	
3	(Psychological) Counselling centre	Y	Y	Y	Y	Y	Prof.I/c, SC/ST cell	Chairman, PG Council	Availability of counseling experts and cognitive behavioural therapists (CBT)	

Objective 2	To empower female students
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Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Providing complete residence (hostel) facility	Y	Y	Y	Y	Y	Warden of Hostels	Chairman, PG Council	Proactive prediction of requirement in the next academic session
2	Providing a separate Gym inside residence campus	Y	Y				Registrar	Utilization per month through logbooks	Identify separable equipment for exclusive girls' use
3	Subsidised residence provision for SC/ST girls students	Y	Y	Y	Y	Y	Registrar	Warden/Registrar	Providing equivalent facilities as other

Objective 3		To conduct remedial classes for SC and ST students							
Sl. No.	Activity	Y1	Y2	Y3	Y4	Y5	Nodal person	Monitoring & Evaluation Plan	Sustainability plan
1	Providing remedial classes during early morning	Y	Y	Y	Y	Y	Prof.l/c, SC/ST cell	Feedback and improvement by Chairman, PG Council	Also take feedback for summer and winter
2	Free capacity building of SC/ST students in IT Tools						-do-	Funds to provide teachers	Funds to continue this activity
3	Special counselling for SC/ST students	Y	Y	Y	Y	Y	-do-	Expertise	Funds allocation

3. Metrics & Targets

Indicator	Present Rating	Target Rating (after 5 years)
GOVERNANCE QUALITY INDEX -		
% of Faculty Positions vacant	60%	Nil
% of Non-teaching staff to teaching Staff	93.63%	200%
Total no of under graduation programs	Nil	Nil
Total no of post graduate programs	13	
Total no of doctoral programs	10	
Faculty appointment - turn around/ cycle time in months (not applicable for Govt. colleges)	6 months	3 months
Delay in payment of monthly salary payment of faculty	1 day	Nil
ACADEMIC EXCELLENCE INDEX -		
Delay in exam conduction and declaration of results *	1 month	On Time
Plagiarism Check *	Turnitin via Odisha University Consortium	Continuing
Accreditation	NAAC: B+	NAAC: A+
Teacher Student ratio	1:22.7	1:15
% of Visiting professors *	Nil	5%
% of students passing out with 60% or more marks	15.1% (UG) 74.32% (PG)	30% (UG) 85 % (PG)
% of graduates employed by convocation	14969	25000
% Number of students receiving awards at National and International level	Nil	5%
% of expenditure on Library, cyber library and laboratories per year	1.29 %	3%
% of faculty covered under pedagogical Training	58.67 %	70
% of faculty involved in "further education"	4.54 %	10%
Dropout rate	1.99%	0%
No of foreign collaborations	2	10
Subscription to INFLIBNET	Only Library Management Software SOUL 2.0	Journals
EQUITY INITIATIVE INDEX -		
SC Student%	8.31%	16.25%
ST Student%	12.23%	22.5%
Gender Parity	64.46%	50%

Existence of CASH (Committee Against Sexual Harassment)	Yes	Yes
Existence of Social Protection Cell	No	Yes
Language assistance programs for weak Students	Remedial coaching stopped	Remedial Coaching to be restarted
REASERCH AND INNOVATION INDEX		
Per-faculty publications	2.95	10
Cumulative Impact Factor of publication	-	-
H Index of scholars	-	-
% of staff involved as principal researcher	95%	100%
% of research projects fully or more than 50% funded by external agencies, industries etc.	100%	100%
Total no of patents granted	04	10
% of faculty receiving national/ international awards	0	50%
% of research income	Nil	10%
Doctoral degrees awarded per academic Staff	29.54%	100%
% doctoral degrees in total number of degrees awarded	0.09%	2.5%
% expenditure on research and related Facilities	4.565%	20%
Digitization of Masters and Doctoral thesis	None	100%
UPE/CPE	No	Yes
% of Income generated from non- grant Sources	1.803%	5%
STUDENT FACILITIES -		
No of new professional development Programs	2	10
Existence of Placement Cells and Placement Plan	Yes	Yes
% of expenditure on infrastructure maintenance and addition	26.39%	40%
Availability of hostel per out-station female student	70%	100%
Availability of hostel per out-station male student	30%	100%
Student Experience Surveys	Yes	Yes

Infrastructure and Others -		
%Income generated from training courses	Nil	5%
% Income generated from consulting	Nil	5%
Computer coverage	80%	100%
Internet connectivity of Campus	Yes	Yes


26/08/2022

**Registrar,
Maharaja Srirem Chandra
Bhanja Ode University
S.C. Vihar, Takatpur, Ballipada**