

Format of Institutional Development Plan

Institutional Plan Template

Sample Template for Institutional Plan

1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity:

- Name of the Institution : Bamanpukur Humayun Kabir Mahavidyalaya

Is the Institution approved by regulatory body?: Yes

- Furnish approval no. : 513-Edc(CS)/4C-7/07 Dt.. 28.05.2007
- Type of Institution : Govt. aided
- Status of Institution : Non-autonomous
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	P h	Mobile	F a	E-mail
Head of the Institution	Dr. Subhash Biswas		9830362656		sbiswas2k@gmail.com
RUSA Institutional coordinator	Sumita Chatterjee		9830711801		sumichatu@gmail.com
Nodal Officers for:					
Academic Activities	Sumita Chatterjee		9830711801		sumichatu@gmail.com
Civil Works including Environment Management	Arghadip Pal		8017461560		paul.arghadip@gmail.com
Procurement	Arghadip Pal		8017461560		paul.arghadip@gmail.com
Financial aspects	Arghadip Pal		8017461560		paul.arghadip@gmail.com
Equity Assurance Plan	Sumita Chatterjee		9830711801		sumichatu@gmail.com
Research & innovation	Sumita Chatterjee		9830711801		sumichatu@gmail.com
MIS	Sumita Chatterjee		9830711801		sumichatu@gmail.com

1.2 Academic Information:

- **UG programs offered in Academic year 2018-19**

S. No	Title of programs	Level (UG, PG, PhD)	Duration (Years)	Year of starting	sanctioned annual Intake	Total student strength
1	BA(Hons) in Bengali	UG	3 yrs	2008	130/yr	191
2	BA(Hons) in English	UG	3yrs	2011	30/yr	36
3	BA(Hons) in Sanskrit	UG	3 yrs	2011	130/yr	65
4	BA(Hons) in Education	UG	3 yrs	2008	75/yr	116
5	BA(Hons) in History	UG	3 yrs	2008	75/yr	75
6	BA(Hons) in Pol.Sc	UG	3yrs	2015	30/yr	40
7	Bachelor of Arts	UG	3 yrs	2007	1000/yr	1405
8	Bachelor of Science	UG	3 yrs	2011	100/yr	0

- Whether Institution is accredited? Yes

- Grade: B
- When: 16.11.2016

- **Accreditation Status of UG programs:**

Title of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2019?	Whether "Applied for" as on 31st March 20xX?
nil	no	no	no

- **Accreditation Status of PG programs:**

Title of PG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2019?	Whether "Applied for" as on 31st March 2019?
nil	no	no	no

1.3 Faculty Status (Regular / On-Contract Faculty as on March 31, 2019)

Comment [R1]: Spaces b/w words missing

Faculty Rank	No. of Sanctioned Regular	Present Status : Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering		Other		Engineering		Other		Engineering		Other				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15= (3+5+7+9+11+13)	16= (2-15)	17= (4+6+8+10)
Prof	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asso Prof	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asst Prof	16	0	0	0	3	0	0	0	6	0	0	0	0	9	7	0
Total	16	0	0	0	3	0	0	0	6	0	0	0	0	9	7	0

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

1.4 Baseline Data (all data given for the following parameters to ALL disciplines)

Comment [R2]: Spaces b/w words missing

S. No	Parameters	
1	Total strength of students in all programs and all years of study in the year 2018-19	1928
2	Total women students in all programs and all years of study in the year 2018-19	978
3	Total SC students in all programs and all years of study in the year 2018-19	787
4	Total ST students in all programs and all years of study in the year 2018-19	192
5	Total OBC students in all programs and all years of study in the year 2018-19	544
6	Number of fully functional P-4 and above level computers available for students in the year 2018-19	10
7	Total number of text books and reference books available in library for UG and PG	6500
	Student-teacher ratio	80:1
8	% of UG students placed through campus interviews in the year 2018-19	21
9	% of PG students placed through campus interviews in the year 2018-19	0
10	% of high quality undergraduates (>75% marks) passed out in the year 2018-19	10
11	% of high quality postgraduates (>75% marks) passed out in the year 2018-19	0
12	Number of research publications in Indian refereed journals in the year 2018-19	4
13	Number of research publications in International refereed journals in the year 2018-	0
14	Number of patents obtained in the year 2018-19	0
15	Number of patents filed in the year 2018-19	0
16	Number of sponsored research projects completed in the year 2018-19	1

17	The transition rate of students in percentage from 1 st year to 2 nd year in the year 2018-19 for : (i) all students (ii) SC (iii) ST (iv)OBC	75% 65% 52% 55%
18	IRG from students' fee and other charges in the year 2018-19 (Rs. In lakh)	554000
19	IRG from externally funded R&D projects, consultancies in the year 2018-19 (Rs. in lakh)	0
20	Total IRG in the year 2018-19 (Rs. in lakh)	554000
21	Total annual recurring expenditure of the institution in the year 2018-19 (Rs. in lakh)	5912897

1 **Executive Summary of the IDP.**

Comment [R3]: Spaces b/w words missing

The College is a newly built up college in an educationally backward district. A good number of students come from the Sunderban Delta, the place itself is vulnerable.

However, the College caters the need of higher education of a bigger locality than any other college as students from more or less six blocks e.g, Minakhan, Sandeshkhali-I, Sandeshkhali-II, Bhangore, Haroa and Canning come here for admission. The intake capacity of the college often appears meagre than the applications made by the aspirant students.

It is true that the performances of the students of the College is not good. A few students of the Departments of Education have however shown consistently good result. Other departments, particularly, students of the department of English are not in a position to make excel despite attempts made by the teachers. It requires innovations in the field of dissemination of knowledge through **language laboratory, communicative English courses** etc.

As a whole, huge remedial classes are necessary for the students of the College. As most of the students are the first generation learners, and as most of them belong to the SC, ST, OBC category and also Minority Categories, **remedial classes** may definitely help them for preparing both for the degree as well as for employment.

As most of the male students are engaged with their household professions like fishing, leather making activities, garment making activities, vocational courses and or different training scope, new certificate courses may help the student to develop entrepreneurship when they pass out from the College. **Vocational and professional training in Fishing technology, fishing cooperative, Leather technology, Garments making and marketing** etc., may be helpful for the students.

As the area is situated within the Sunderban Delta, vulnerability of the area is equally important. Disaster management is a very necessary part of their living. Courses and activities related to **mangrove management including mangrove planting and preservation** may be an important part of the development of the area as well as the students.

Due to different flood and other disaster, both the land character and water character has changes and salinity of water has been a serious problem for agriculture, horticulture, and even fisheries. Moreover, there is no cooperative system among the stakeholders for their management. **Courses, training etc, related to water management, rain water harvesting, arsenic testing, scientific drinking water use through water ATM** etc also may be gainful for improving employability of the students.

To increase the learning outcomes, as stated, huge **remedial classes, soft skill classes are urgently required.**

Reform/ innovation is also required for evaluation. **Continuous evaluation** and the actions linked to those evaluations are required. Students are to be linked with available Swayam and other courses. **Computer literacy programme** is also urgently required. A new **computer center with all network facilities** are required for enhancement of the outcome.

Infrastructural facilities of the College require immediate development. To **increase space per student**, new class rooms are necessary. Both the existing and newly built up **class rooms along with office require modernization, renovation in the forms of gallery building, seminar hall, meeting hall, renovation of the playground.**

The college pond is also an important asset of the college. But, the pond is not yet used for either aquatics or aqua-culture. **Renovation of the pond** and prepare it for both the **aquaculture and aquatics** may be an innovative venture for the students of the area.

Renovation of the playground and development of **full-fledged gymnasium** may also be helpful for the development of the students as well as may be helpful for the **initiation of a few courses based on Yoga, Physical Education and even gymnastics.**

The College library also requires renovation and extension as well as increase in the text and reference books. Total **computerization of the Library** with all sorts of relevant software, **air conditioning and appropriate preservation of books, maximum operation of the library including Sunday and holidays**, extension of the library through **mobile library** may be a very positive action towards the maximization of output results of the students. It will also help the teaching and non-teaching staff to carry forward their **research activities, publication** etc.

To minimize the cost and to develop an eco-friendly environment, **installation of solar panels** may be a timely step for the College. It will also help for uninterrupted power supply which is also necessary for the college and a step to get rid of frequent power cut in the locality.

2. Provide the details of SWOT analysis carried out (in terms of methodology used, analysis and information and data as collected and inferences derived with respect to strengths, weaknesses, opportunities and threats).

- Based on SWOT analysis, provide the “strategic plan” developed for institutional development.

- How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOT Analysis.

We have developed a SWOT analysis on the bases of the workshops/discussions done among the stakeholders mainly, the students, the teaching and non-teaching staff, the Alumni of the College, guardians of the students and also the members of the Governing Body, Local MLA, BDO and others.

Strength:

1. The college is the only college in the Minakhan Block of Basirhat sub-division of the state. It caters to a large number of students (more than 3000) in the educationally backward district belonging to all caste and creed following the inclusive education policy.
2. The college has an adequate area of 10.5 acres.
3. The college has good number of class rooms with some facilities.
4. The college has one sports ground, and a well-furnished canteen.
6. The college offers Under Graduate Courses in Arts streams comprised of 12 subjects.
7. The college offers eight programmes.
12. Most of the faculty members are involved in research activities.

Weakness:

1. The catchment area of the college constitutes a sizeable chunk of economically low income group which acts as an impediment / key-hurdle in registering their names for enrolment in college. Although college tries its best and within its financial resources to attract such students by way of providing financial assistance/scholarships/post-matric scholarship out of different funds and by approaching state social welfare department.
2. Most of the departments are facing a shortage of faculty members. In fact, there are several departments without any full-time teaching staff .The average student teacher ratio is **82:1** which exhibits the weakness.
3. There is acute shortage in technology orientation. Smart-classrooms are to be equipped with digital boards for more effective interactive classes.
4. Unavailability of technical staff (non-teaching).

5. Absence of trained staff in the Central Library affects the maintenance of library related procedures.
6. Absence of library staff affects the functioning of the library.
7. Shortage of Class-rooms and Laboratory-rooms to start more laboratory oriented science subjects.
8. College doesn't have any Auditorium for organizing any big functions.
9. College doesn't have adequate modern sports equipment.
10. Shortage of teaching as well as non-teaching staff quarters.
11. Problem of sufficient drinking water and sanitation facilities.
12. Departments are not equipped with adequate books for ready-reference during college-time.
13. Shortage of Fund/Grant etc. is the major weak-point of the college.

Opportunities:

1. By filling up the sanctioned posts and by creating and filling up new teaching posts the academic situation can be changed towards excellence.
2. By filling up the sanctioned posts and by creating and filling up new non-teaching posts the official work can be conducted smoothly which will ultimately help the college academic environment.
3. With auditorium in the college campus cultural and literary activities of the college as well as that of the catchment area's educational institutions can be developed.
4. Creation and recruitment of skilled staffs in the college will help to enrich both the academic situation as well as the management information system.
5. Building of teachers staff quarters are required for mitigating the problem of teachers' accommodation.
6. Increase in class rooms will boost the academic atmosphere of the college.
7. Enhancement of research activities.
8. Strategic priorities and initiatives to enhance faculty excellence.

Threats:

1. By way of delaying in the installation of proper infrastructure the meritorious students may move to colleges in neighboring areas.
2. The competitive ability may decline if students do not get proper facilities and proper attention from faculty.
4. Physical infrastructure is not in line with the growth in enrolment.
5. Insufficient & costly transport facilities from remote villages are leading to low attendance of students.
6. Most of the students belong to the economically backward sections of society who have to work for their daily bread and find it difficult to attend the classes regularly.
7. There has been a lack of basic skills of English language among the students.

3.State the specific objectives and expected results of your proposal (in terms of, "Institutional strengthening and improvements in employability and learning outcomes of graduates". These objective and results should be linked to the SWOT analysis.

The objective of the College is to increase the students into the higher educational map of the country. As most of the students belong to the first generation -learner category and as most of the students are from SC,ST,OBC and Minority groups, the college aims at increasing learning outcomes as well as to prepare them for future employment, i.e, improving the employability of the graduates from the college.

4.Provide an action plan for: (max 1 page each)

a)Improving employability of graduates

The students of the college are from the rural areas. They are the inhabitants of an area

which faces several types of vulnerability. As a part of Sunderban delta, the area is always disaster prone. Moreover, when disaster takes place, it creates several types of after-effects. After every flood, there takes place increasing salinity of vast areas. It affects the livelihood pattern. The major area of livelihood of the people of this area is fishery. Apart from fishery, agriculture and horticulture, floriculture is sources of livelihood. It is a fact that a good number of students remain engaged in their family occupations even while they enroll them as students. A number of our students during their study as well as after their study remain engaged in leather goods making and garments making and marketing. In fact, increasing garments making activities in the locality have been a source of income and occupation of the students and alumni of the college.

The essential fact is that, though students and the alumni earns livelihood and /or work in the fields of agriculture, fishery, horticulture, floriculture, leather goods making, garments making and marketing, most have them have no formal skill in any of the fields. Their poor knowledge in computer operation keeps them away from essential information in the field of production, manufacturing and marketing.

Through vocational education and add on courses, special skill development in the field of computer operation, soft skill development, cooperative formation will definitely help them to become employable apart from the formal educational development.

Development of a Sunderban Development Centre or Centre for Sunderban Studies along with courses and training on Mangrove Management will help the students to become employable as well as it will help the vulnerable Sunderban Delta from frequent disasters.

Special courses on soft skill development and courses for competitive examination will also help the students to become employable. Most of rural boys and girls have good physique, but as they are not trained in soft skill, computer literacy and competitive examinations, they do not find places in employment in army, navy or air force or police department. Those who got enrolled as civic volunteers also lack sufficient soft skills and competitive aptitude to become a permanent staff in the armed forces or police departments. Specific courses for competitive examinations and soft skill development will definitely be an important step to make the students employable in the rural areas.

b)Increased learning outcomes of the students

Analysis of current learning outcomes show that most of the students pay little time and attention in their studies. There are several reasons for the poor outcome. As most of the students are engaged with their household activities and occupation, they cannot give necessary times to their studies. The distance between their residence and college is also a factor behind minimum attendance. All these affect their result.

The analysis also shows that those who can give some time and can pay some attention to their studies can do good result.

To minimize the time and expenses to attend the college, construction of hostels for both the boys and girls may be positive step.

Remedial classes for the backward students are also a positive step toward the increasing learning outcomes.

It appears urgent to include the students into the electronic network fold. Once the students are included in the network of the college, they will have the opportunities to keep contact on-line. Even they can appear in different courses on line.

For this purpose, establishment of a computer centre with all devices and networking facilities will help the students to increase their learning outputs.

Establishment of language laboratory will also help the students to increase their learning abilities and outcome.

Development of the college library with all new scopes and networking facilities will be helpful for the students to utilize the library as they like. A student friendly library will definitely be a positive step to increase learning outcome. Students will be in a position to go through the text and reference books, journals and periodicals which they otherwise cannot do due to several constraints, mainly the economic constraints.

c)Obtaining autonomous institution status within 2 years

The college is probably not in a position to obtain autonomous status within two years.

d)Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the Project and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programs

It is possible for a few programmes.

e) Implementation of academic and non-academic reforms (details given in RUSA Document)

Both academic and non-academic reform, as detailed in the RUSA document is suggestive and implementable. Increasing classes, hours of study and examinations in ability enhancement, skill development and domain knowledge will definitely mark a reform in near future.

f) Improving interaction with industry

As the college is situated in a remote rural area, it is very difficult to make regular interaction with industry. Opening of new subjects like zoology, leather technology, fisheries, agriculture and rural development may create scope to increase interaction with industry. As the College is situated in the Basanti Highway where Leather Technology Complex is situated, we can develop more interaction with the leather industries for the purpose of internship and training of our students.

g) Enhancement of research and consultancy activities

Research methodology courses may be organized. Training in survey and case study can also be an added qualification to enhance research activities. The scope of consultancy may be increased in later phases.

5. Provide an action plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving their employability.

As a pilot study, 500 + SC, ST, OBC and academically weak students may be enrolled for remedial and soft skill classes. The classes may be conducted on Sundays and Holidays apart from the usual available days. It will definitely improve the academic performance of the students. This is urgent for our college. Experts in these fields may be hired whenever necessary. The college has the infrastructure to do the job.

6. Provide an action plan for strengthening of PG programs and starting of new PG programs.

There are no PG programs at our college. Due to paucity of staff and requisite infrastructure we could not start PG programs so far. But, given the infrastructural

assistance, we can start PG programs in certain departments like Bengali, English, and Education from the next session.

7. Attach a summary of Training Needs Analysis carried out. Also, provide Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis in the following areas.

- Basic and advanced pedagogy
- Subject / domain knowledge enhancement
- Attendance in activities such as workshops, seminars
- Improvement in faculty qualifications
- Improving research capabilities

Training Needs analysis show that in almost all areas the faculties need training. For basic and domain knowledge development faculties require to undergo courses on the specific areas apart from usual orientation and refresher courses. Special training in methodology, MOOC, INFLIBNET, is urgently needed. Faculties require participating in different workshops especially with which the students' capability increase is linked. Courses on special education for the PWD students, courses on counseling and guidance, workshops on examination reform, innovative practices etc are required. Participation and organization of Research Methodology courses are also required for improving research capabilities of the faculties as well as to improve their qualifications. Research work for Ph.D and Post-Doctoral projects are also required for improvement in faculty qualifications.

8. Provide an action plan for training technical and other staff in functional areas.

Technical staff in the Library, accounts section, data management, etc., requires training and participation in workshops/seminars. This will enhance the smoothness of function in their respective fields.

9. Describe the relevance and coherence of Institutional Development Proposal with State's/National (in case of CFIs) Industrial/Economic Development Plan.

The entire plan is made keeping in view the major objectives of a) increasing employability of the students and b) increasing the academic outcome.

10. Describe briefly the participation of departments/faculty in the IDP preparation.

Most of teachers have participated in the IDP preparation. Students, Non-teaching Staff and Alumni of the College have also participated in the workshops from which strategies

are chalked out and the plan is prepared.

11. Describe the Institutional project implementation arrangements with participation of faculty and staff.

The faculty and Staff of the College believe in the institutional goals and objectives. Among them Nodal Officers are selected on the basis of their expertise. All of the Staff and Faculties are assigned with specific duties and Nodal Officers are assigned the job of monitoring, coordination and implementation of the Institutional Project.

Institutional Project Budget (this is meant for existing institutions)

(Rs. in Crore)

S. No	Activities	Project Life	Financial year				
							projected
1	Infrastructure	3 yrs					
	1. Modernization and strengthening of laboratories						10 lakh
	2. Establishment of new laboratories for existing UG and PG programs and for new PG programs						10 lakh
	3. Modernization of classrooms*						30 lakh
	4. Updation of Learning Resources						10 lakh
	5. Procurement of furniture						30 lakh
	6. Establishment/Upgradation of Central and Departmental Computer Centers*						20 lakh
	7. Modernization/improvements of supporting departments*						20 lakh
	8. Modernization and strengthening of libraries and increasing access to knowledge resources						20 lakh
	9. Refurbishment (Minor Civil Works)*						20 lakh
2	Research and development support						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines						
	Provision of resources for research support						
	Enhancement of R&D and institutional consultancy activities						
3	Faculty Development Support						
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organising/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA						2 lakh
4	Institutional reforms						2 lakh
	Technical assistance for procurement and academic						
	Institutional management capacity enhancement						1 lakh
5	Academic support						
	Creation of new departments/courses						2 lakh
	Enhanced Interaction with Industry						1 lakh

	Student support activities						2 lakh
6	Others						20 lakh
TOTAL							2 crore

2.13 Provide the targets against the deliverables as listed below

Comment [R4]: To be evaluated by the SHEC

Indicator	Weightage	Present Rating	Present Score	Target Rating	Target Score
GOVERNANCE QUALITY INDEX - 16%					
% of Faculty Positions vacant (or filled against total vacancies)	2.0%				
% of Non-permanent faculty	4.0%				
% of Non-teaching staff to teaching Staff	3.0%				
Total no of under graduation programs	1.0%				
Total no of post graduate programs	1.0%				
Total no of doctoral programs	1.0%				
Faculty appointment - turn around/cycle time in months	2.0%				
Delay in payment of monthly salary payment to faculty	2.0%				
ACADEMIC EXCELLENCE INDEX - 21.5%					
Delay in exam conduction and declaration of results	3.5%				
Plagiarism Check	1.0%				
Accreditation	4.0%				
Teacher Student ratio	4.0%				
% of Visiting professors	1.0%				
% of graduates employed by convocation	0.5%				

% Number of students receiving awards at National and International level	0.5%				
% of expenditure on Library, cyber library and laboratories per year	1.0%				
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1.0%				
% of faculty covered under pedagogical training	1.0%				
% of faculty involved in "further education"	0.5%				
Dropout rate	1.5%				
No of foreign collaborations	1.5%				
Subscription to INFLIBNET	0.5%				
EQUITY INITIATIVE INDEX - 12.5%					
SC Student%	3.0%				
ST Student%	3.0%				
Gender Parity	3.0%				
Urban to Rural Student population	2.0%				
Existence of CASH	0.5%				
Existence of Social Protection Cell	0.5%				
Language assistance programs for weak students	0.5%				
REASERCH AND INNOVATION INDEX - 24%					
Per-faculty publications	2.0%				
Cumulative Impact Factor of publication	3.0%				
H Index of scholars	2.0%				
% of staff involved as principal researcher	1.0%				
% of research projects fully or more than 50% funded by external agencies, industries etc	2.0%				

Total no of patents granted	1.0%				
% of faculty receiving national/international awards	1.0%				
% of research income	1.0%				
Doctoral degrees awarded per academic staff	1.0%				
% doctoral degrees in total number of degrees awarded	3.0%				
% expenditure on research and related facilities	1.0%				
Digitization of Masters and Doctoral thesis	0.5%				
UPE/CPE	3.5%				
% of Income generated from non-grant sources	2.0%				
STUDENT FACILITIES - 15%					
No of new professional development programs	1.0%				
Existence of Placement Cells and Placement Policy	1.0%				
% of expenditure on infrastructure maintenance and addition	3.0%				
Availability of hostel per out-station female student	3.0%				
Availability of hostel per out-station male student	2.0%				
% of students on scholarship	2.0%				
Average scholarship amount per student	1.0%				
Student Experience Surveys	1.0%				

Graduate Destination Surveys	1.0%				
Infrastructure and Others - 11%					
%Income generated from training courses	1.0%				
% Income generated from consulting	1.0%				
Infrastructural sufficiency	3.0%				
Computer coverage	3.0%				
Internet connectivity of Campus	3.0%				
	100.0%				

Project Targets for Institutions

1.14 Output and Outcome Targets

Outcome	Output	Indicator	Unit	2014-15	2015-16	2016-17		
Higher GER	Enrolments	Number	CRORES					
	Vocationalisation	Greater pool of trained manpower	Number in lakhs					
Better employability	Relevant courses	Greater proportion of choice based credit subjects	%					
		Enrolment in job oriented courses	Lakhs					
	Inter disciplinary and cross disciplinary learnings	New courses/ programmes giving students a range of options to choose subjects	%					
	Better monitoring of student career progression	Results of student experience surveys and graduate destination surveys	% of graduating students at institutional level					
Quality gains	Faculty (ratio)	Improved Student Teacher Ratio	Ratio					
	Per student space classroom	Sq ft per student	Sq ft per student					
	Per student space laboratory	Sq ft per student	Sq ft per student					

1.15 Give an action plan for ensuring that the project activities would be sustained after the end of the Project.

The College will form a RUSA Committee as soon as the fund will be available. Apart from the Nodal Officers the Committee will monitor, check and implement the project in such a way that the activities become self sustained. As a result, it is likely that the project activities will remain sustained after the implementation of the project target.

Evaluation of Institutional Development Proposals (IDP)

Comment [R5]: To be evaluated by the SHEC

S.No	Evaluation Parameters	Marks
I	Institutional Preparedness and Implementation Feasibility	

	A	Clarity of institutional basic information including baseline data	5
	B	Overall proposal implementation feasibility	
	1	Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOT analysis	5
	2	Have the key activities been identified clearly and adequately for each specific-objective	5
	3	Adequacy of the Institutional Project Implementation arrangements	5
	C	Quality of SWOT analysis	
	1	Appropriateness for the procedure adopted for the conduct of SWOT analysis and adequacy of participation of stakeholders	5
	2	Clarity in the identification of strengths, weaknesses, opportunities and Threats	5
	D	Coherence of proposal with State's/regional development plan	5
	E	Reasonability of proposed budget	5
Sub-total (I)			40
II	Clarity and Quality of the Action Plans for :		
	F	Scaling-up research and innovation	
	1	quality of action plan for quantitatively increasing and qualitatively improving research activities	5
	2	quality of action plan to transfer technology and for commercialization of R&D (the innovation agenda)	5
	G	Scaling-up PhD enrolment through existing and new programmes	10
	H	Scaling-up enrolment into UG/Masters programmes in existing and new	10
	I	research collaborative activities with Institution at National and International level	
	1	identification of options to improve and increase research collaborations at National and International levels	5
	2	clarity in identification of expected quality enhancement in Masters and doctoral programmes and faculty research	5
	J	Potential impact and depth of proposed Industry collaboration	5
	K	Faculty development including pedagogical training to:	
	1	Develop faculty/technical staff in subject domain	5
	2	Improve pedagogical skills of faculty for better student learning	5
	L	Identification of weak students and for improvement in their learning outcomes	5
Sub-total (II)			60
TOTAL (I+II)			100

