

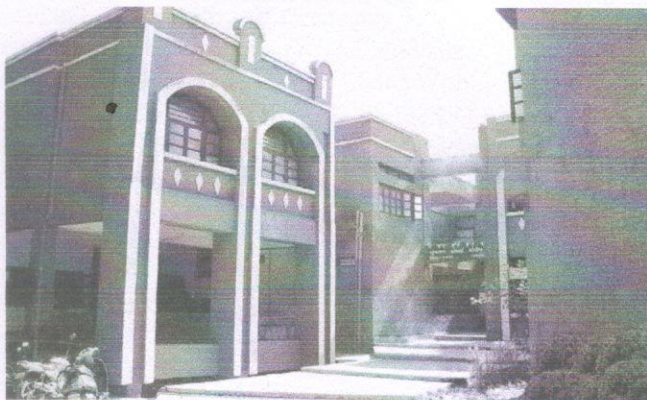


Institutional Development Plan

Under
RASHTRIYA UCHCHATAR SHIKSHA ABHIYAN
SCHEME OF MHRD

SUBMITTED TO

Knowledge Consortium of Gujarat



Dr. J. I. Patel
Signature of Principal
Gujarat Commerce College
Ahmedabad

SUBMITTED BY

**Gujarat Commerce College,
Ellisbridge, Ahmedabad**

email: gujarat.college@yahoo.com
phone no: 9824602626
www.gccabd.co.in



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PROFILE OF THE COLLEGE

Gujarat commerce college has been one of oldest and historical colleges of Gujarat state also popular as one of the vibrating places during our struggle for Independence, though designed and established in the year 1860 by British Colonizers its patron being very much Indian, Honorable Sir Chinubhai Baronet. Its great and vivid history is very much reflected on the ambience and heritage college buildings spread across the campus, run now under the aegis of the government of Gujarat.

Commerce department of Gujarat College. Founded by the efforts of Prin. Dr, B.C. Desai in, 1981-82, culminated into the establishment of Gujarat Commerce College later on 30th Jan, 1993 through the bifurcation from the parent institute. The numbers of students enrolled were 250. Gujarat Commerce College was inaugurated on 15th July, 1993. This college started English medium classes from 1996 to cater to the increasing demands of English medium in society.

This college has rare distinction of providing equal opportunities for growth and development of students coming from mixed stratus of society. The number of students enrolled in the college has been linearly increasing from 250 in 1981-82 to 3000 in 2016-17. With the increasing strength of students, the need was felt to have a separate building of the college's own to cater to the academic and other requirements of the students. This dream was realized with government sanctioning a new building measuring 9410 sq. mts. With the parking area of 1510 sq. mts. on the same Campus. Gujarat Commerce College (new building) was commissioned in October 2009. Keeping in tune with the latest trends, the college is equipped with Digital English Language Laboratory, Tally Laboratory and a Scope center along with primary facilities. The college is continuously striving to provide quality education and pour civilized citizens in to the society in today's challenging times.

The college also has a Post-Graduation Center for M. Com which was started in 2014-15 with total strength of 200 students.

Gujarat Commerce College is committed to:

- Providing excellence in commerce and business education at the undergraduate and post-graduate levels.
- Pursuit of knowledge through holistic education in academic and extracurricular activities
- Developing strong personal values
- Addressing the evolving needs of business and industry.
- Emphasizing theory and practice
- Giving the breadth of knowledge and the depth of experience to students
- Providing meaningful contributions to career and community.
- Preparing students for life and work in an information-rich, technology-driven world
- Ensuring the future success of both the college and its stakeholders

Vision



1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity:

- Name of the Institution : **Gujarat Commerce College**
- Is the Institution approved by regulatory body? : **Yes**

Affiliated to Gujarat University, included under 2(f) & 12(B) of UGC Act

- Furnish approval no. : UGC 12(B): g-304/2009(CPP-I) dated 06/02/2010
; Gujarat University affiliation: academic/31374/2008 dated 15/09/2008
- Type of Institution : Government funded
- Status of Institution : Constituent Institution
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone No.	Mobile Number	Fax no.	E-mail Address
Head of the Institution (Full time appointee)	Dr. Jyotsna I. Patel	--	9824602626	--	31jyotsnapatel@gmail.com
RUSA Institutional coordinator	Dr. Shilpa S. Motwani	--	7984924889	--	futureisunknown123@gmail.com

1.2 Academic Information:

- UG/PG/PhD programs offered in Academic year 2022-23

S. No	Title of programs	Level (UG, PG, PhD)	Duration	Year of starting	sanctioned annual Intake	Total student strength
1	B.Com	UG	3 years	1993	900	2768
2	M.Com	PG	2 Years	2013-14	125	264

- Whether Institution is accredited? : **Yes**
- Grade : **B (2.47)**
- When: 09/09/2019

- Accreditation Status of UG Programs :

Title of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2023?	Whether "Applied for" as on 31 st March, 2023
B.Com	Yes	Yes	Not Applicable

- Accreditation Status of PG Programs :

Title of PG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2023?	Whether "Applied for" as on 31 st March, 2023
M.Com	Yes	Yes	Not Applicable





1.3 Faculty Status (Regular/On-Contract Faculty, as on February 28th, 2023)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		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 +12+14)
Prof	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Asso Prof	-	-	-	3	-	-	-	2	-	-	-	-	-	5	-	-
Asst Prof	25	-	-	8	1	-	-	2	-	-	-	-	-	10	10	1
Total	25			11	1			4						15	10	1

Prof=Professor, Asso= Associate Professor. Asst Prof= Assistant Professor,
R=Regular, C=contract

1.4 Baseline data (all data given for the following parameters to ALL disciplines) As on March 31st, 2023

S.I No	Parameter	Values
1	Total strength of students in all programs and all years of study in the year 2022-23	3033
2	Total women students in all programs and all years of study in the year 2022-23	1029
3	Total SC students in all programs and all years of study in the year 2022-23	529
4	Total ST students in all programs and all years of study in the year 2022-23	89
5	Total OBC students in all programs and all years of study in the year 2022-23	918
6	Number fully functional P-4 and above computers available for UG and PG	74
7	Total number of text books and reference books available for UG and PG	15365
8	Student – teacher ratio	190:1
9	% of UG Students placed through campus interviews in the year 2022-23	0.43%
11	% of PG Students placed through campus interviews in the year 2022-23	0.8%
12	% of High Quality undergraduates (>75% Marks) Passed out in the year 2021-22	64.09%
13	% of High Quality postgraduates (>75% Marks) Passed out in the year 2021-22	54.64%

14	Number of research publications in India refereed journals in the year 2021-22	0										
15	Number of research publications in International refereed journals in the year 2021-22	5										
16	Number of patents obtained in the year 2022-23	Nil										
17	Number of patents Filed in the year 2022-23	Nil										
18	Number of sponsored research projects completed in the year 2022-23	Nil										
19	The transition rate of Students in percentage from 1st year to 2nd year in the 2021-22 for: (i) All students (ii) SC (iii) ST (iv) OBC	<table><tr><th>UG</th><th>PG</th></tr><tr><td>99.33</td><td>81.25</td></tr><tr><td>97</td><td>86.36</td></tr><tr><td>92.3</td><td>60</td></tr><tr><td>98.6</td><td>96</td></tr></table>	UG	PG	99.33	81.25	97	86.36	92.3	60	98.6	96
UG	PG											
99.33	81.25											
97	86.36											
92.3	60											
98.6	96											
20	IRG from Students' fee and other charges in the year 2022-23	-										
21	IRG from externally funded R&O projects, consultancies in the year 2022-23 (Rs.in lakh)	-										
22	Total IRG in the year 2022-23 (Rs .In lakh)	-										
23	Total annual recurring expenditure of the institution in the year 2021-22 (Rs.in lakh)	17,81,378										

2 Institutional Development Proposal (IDP)

2.1 Executive Summary of the IDP.

Gujarat Commerce College, Ahmedabad is a Government educational institution affiliated to Gujarat University Ahmedabad. The institute continuously strives to develop values and ethics to the future citizens of the nation and emboldens them to face the challenges of future. The college is recognized under 2f and 12 B of the UGC Act. The faculty members are selected through Gujarat Public Service Commission and appointed by Education Department of Government of Gujarat. We have extended the horizons of academic ambience and facilities that house computer lab, Wi-Fi campus, classrooms among many others. The pedagogic approaches and styles help the institute to amend the traditional academics within permissible limit. The rainbow of activities including NSS, NCC, Sports, UDISHA, Finishing school, our magazine 'Uday', 'Earn While you learn' etc. ensure holistic development of students.

The **vision** of the college is to Impart Excellent And Value Based Commerce Education, With A Holistic Approach For Better Life, Environment And Society

To attain the vision, the college missions –

To Mold Students With Excellent And Value Based Commerce Education, Also Enable Holistic Development Of Personality Accessible To All Sections Of The Society.

The institution is keen to see that the students studying in the institution have sufficient facilities to learn, read and play. The institution has a good infrastructure but it needs to develop it more like converting all classrooms into well-equipped ICT class rooms, well maintained playgrounds, gym, indoor sports room, differently-abled friendly campus.

In our college innovative teaching methodologies are practiced in every stage to empower students. An assortment of committees and cells are functioning to empower the students like





UDISHA-Placement cell, CWDC for female students, NSS, NCC, Sports committee, Cultural committee, Students welfare committee. All these cells are community oriented and provide opportunities for students to serve the society at large.

Another important initiative of the institution is to upgrade the library more with its resources and facilities so that both students and teachers are provided with e-books and e-journals. The library wishes to increase the number of journals and renew subscriptions of previously subscribed journals. The institution has plans to create functional subject-wise forums in each of its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large.

Since the learning outcome/ success ratio of the students is average, the institution has plans to improve their examination results through Remedial classes. Coaching classes for Competitive exams will be increased to increase their employability.

The institution also has plans to upgrade the computer skills of its faculty, administrative staff and students and make them techno-savvy so that they can learn more and they can be reachable. Since most of the teaching staff are a PhD holder, the goal is to motivate and provide resources for research; so that they publish articles in peer-reviewed journals. To improve the pedagogical practices and subject specific knowledge of the faculty, certain training programmes will be arranged. To upgrade the management skills of administrative staff and faculty, training on Soft skills, in house FDP to be arranged.

2.2 Provide the SWOT analysis carried out:

2.2.1 Methodology

All the stakeholders of the institution [constituting the teaching and non-teaching staff along with student class representatives and some parents] over a period of time have discussed various issues pertaining to the college. The core committee headed by IQAC committee and the stakeholders has arrived at the following SWOT analysis.

The present methodology included and analyzed the following components-

- Information and data –Academic and Administrative
- Student opinions in the form of feed back
- Parents feedback
- Brainstorming by faculty
- Non-teaching staffs opinion
- All other stakeholders' opinion

Strengths:

1. Highly qualified & committed faculty members.
2. Located in the heart of city.
3. Extensive curricular, co-curricular and extracurricular activities.
4. Continuous evaluation is done as a part of internal examination.
5. Prominent and leading scholars are invited to share their knowledge, experiences with our students and faculty.
6. Our college is facilitated with CCTV cameras and Wi-Fi network
7. Provision for career counseling and value based education

8. College has a computer lab and some classrooms with ICT facility
9. Healthy enrolment of Students
10. Library that has sufficient number of books and journals
11. NSS which promote social responsibility among the students.
12. Sports training for students and opportunities to participate in university, state, national and open tournaments
13. Students of NCC are in Indian Army and some have participated in RDC.

Weaknesses:

1. Students come from socio-economically backward section of society. So, they have some limitations to join add-on courses.
2. Inadequate English language communication skills of students.
3. For infrastructural maintenance and expansion we are dependent on PWD.
4. Acute shortage of permanent teaching and non-teaching staff.
5. Teacher student ratio frequently varying due to transfers and sometimes very low
6. Minor/ Major research projects per teacher are less.
7. Lack of separate sports room
8. Insufficient Training programmes for faculty to upgrade themselves for the latest developments within the subject area.
9. Less Institution- Industry interaction
10. Insufficient number of computers as compared to the number of students
11. No e-library facility
12. All classrooms are not ICT upgraded
13. Inadequate exposure of students to 'real world' situations before/during graduation.

Opportunities:

1. Creating a platform for self-employment by promoting various job related add - on courses.
2. To set up more smart classrooms.
3. Further expansion of infrastructure for activity room, indoor sports room and gym with more accommodation capacity
4. Making informal coaching of NET, SET, JRF formal.
5. Increase and/or start vocational courses
6. Restart classes for various competitive exams

Threats:

1. Unwillingness among the parents and alumni to participate in college developmental activities
2. To prepare students for highly competitive exam because they lack Basic English communication skills.
3. Most of the students are engaged in part time job.
4. Expansion of existing physical facilities.
5. Poor schooling of the students and lack of basic knowledge about the subjects especially in the students of rural Institutions create problem in progress of the curriculum.





2.2.2 Strategic Plan for institutional development based on SWOT analysis

On the basis of SWOT analysis, the college plans

1. To motivate the students for career development and employability through various workshops.
2. To develop employability skills through various workshops on English communication skills and other employability skills
3. Well-equipped updated library
4. Provision for preparation for competitive exams for students.
5. To provide research oriented programs for faculty members.
6. To enhance the quality of courses currently offered by making them more relevant, skill focused and responsive to the demands of the employment industry and to introduce more Add on courses to improve employability of the students.
7. To make teaching learning process more effective by converting all class rooms into smart classrooms, ICT integrated teaching
8. Make arrangement for activity room, indoor sports room and spacious gym.
9. Arrangement for antivirus for all computers
10. Arrangement of intercom facility

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

Sl. no	Key activities	Link to SWOT analysis	Requirements	Budgetary allocation in lakhs
1	Strengthening existing course.	S-1,4,5,7,8,9,10 W-1,2,3,4,5,8,9,11,12,13 O-1,2,5 T-1,3,4,5,6	Conduct industrial visits	1,00,000
2	Improving employability	S-5,8,9 W-1,2,3,4,5,9,12,13 O-1,2,4,5,6, T-1,2,3,4,6	Conduct workshops on employability skills, spoken English, remedial English classes. Conduct classes for competitive exams	3,00,000
3	Enhancing quality of the teaching learning programmes	S-1,4,5,6,8,9,10 W-1,2,4,5,8,11,12 O-1,2,4,5,8,11,12 T-1,4,6	Smart classes, computers, projectors, ICT integration	50,00,000
4	Faculty development and enrichment	S-1,10 W-4,5,6,8,11 O-Nil T-1,5	In house FDPs on research methodology, Teacher's exchange programs	2,00,000
5	E-governance	S-1,8,10 W-10,11 O-2,6 T-1	Library automation, Upgradation of website, software support	10,00,000

2.3 Specific Objectives and expected results linked to the SWOT analysis

Sl. no	Specific objectives	Link to SWOT analysis	Expected outcomes
1	Enhance the relevance and quality of existing courses by introducing add-on courses	S-1,4,5,7,8,9,10 W-1,2,3,4,5,8,9,11,12,13 O-1,2,5 T-1,3,4,5,6	Grater employability and provision for students to go for higher studies
2	Strengthen the placement cell and improve networking conducting classes for competitive exams and collaboration With local and other industries	S-5,8,9 W-1,2,3,4,5,9,12,13 O-1,2,4,5,6, T-1,2,3,4,6	More number of students to be employed
3	Address infrastructure requirements- technology enabled classrooms, indoor sports room, activity room, gym	S-1,4,5,6,8,9,10 W-1,2,4,5,8,11,12 O-1,2,4,5,8,11,12 T-1,4,6	Quality education through better infrastructure and indulgence of students in extracurricular activities and sports
4	Introduce ICT based instruction, smart classrooms, books, magazines, journals, e-journals	S-1,4,5,6,8,9,10 W-1,2,4,5,8,11,12 O-1,2,4,5,8,11,12 T-1,4,6	Quality education through effective teaching methodology
5	Organize and attend seminars, workshops, conferences, encourage research projects and publications, provide consultancy services	S-1,10 W-4,5,6,8,11 O-Nil T-1,5	Better equipped faculty promoting quality education
6	Office automation, management of admissions and examinations, website up gradation, software support, intercom facility	S-1,8,10 W-10,11 O-2,6 T-1	e- governance promoting accuracy and efficiency

2.3.1 Specific objectives and expected result of the proposal

1. Strengthen the Institution by enhancing the existing capacity.
2. To develop dynamic demand driven, quality conscious environment in the college Campus to increase employability.
3. To install antivirus in all computers to preserve the data
4. To develop infrastructure for conducting research activities.
5. To convert all class rooms into Smart class rooms.
6. To improve the result of the students.
7. To strengthen library, e-Recourse and Reading room facility
8. Increase of ICT in teaching and learning process to Create modern teaching environment
9. To strengthen automation of administration and examination process.





2.4 Action plan

a) Improving employability of graduates

The institution has plans to train students in various employable skills like learning

- Basic English grammar and Communication skills in English as a bridge course
- Soft skills and personality development
- Basic ICT, Entrepreneurial skills and interpersonal skills
- Interview skills and CV writing
- coaching on competitive exam preparation

There are also plans to develop capacity development projects to students so that their employability is increased through add on courses, workshops, seminar etc.

b) Increased learning outcomes of the students

In order to increase the learning outcomes of the students the institution has directed all the departments to adapt all measures to improve the results.

- Attempts are made to increase transition rate and pass percentage of weak students.
- Courses and training to develop life skills and learning abilities.
- Life skills will be organized through various cells.
- Academic skills through tutorial and other means.
- Promotes cultural skills through extracurricular activities
- Field surveys, Industrial visits and study tours will be conducted.
- Arrangement of periodical seminars, workshops, special lectures, group discussions on various academic and non-academic topics
- Modern ICT be used more and more to make the learning experience more effective
- Conducting more remedial classes for slow learners and star batches for advance learners
- To arrange remedial coaching for weak students for language skills
- To arrange diverse methods of learning by arranging quiz, debate, etc
- To arrange sports and co-curricular activities for over all development of students.

C. Obtaining autonomous institution status within 2 years:

Ours is a state government college. So, it works as per the guidelines of Education department, Gujarat State.

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

E. Implementation of academic and non-academic reforms

Our college is affiliated with Gujarat University, Ahmedabad and all the academic reforms made by them are implemented by our college. The college envisions to add more smart class rooms and more use of ICT in teaching.

F. Improving interaction with industry

- The institution plans to sign MOU's with local industry for research, training and employing the students.
- Consulting the employment exchange and local industries, the college plans to enhance campus placement
- Through consultation with the local industries the college aims to provide the suitable candidate to the industries as per their requirement

G. Enhancement of research and consultancy activities

- To Plan and organize seminars and workshops to provide information about research methods and techniques to both students and teachers.
- Upgrade library to meet research requirement
- To develop network with other universities for faculty and student exchange program
- To inculcate the quest for research, the college plans to invite scholars and experts for orientation towards research.

2.5 Action plan for organizing a finishing school and for improving 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

- Design remedial measures to improve the communication skills through group discussions
- Remedial Coaching for SC/ST / OBC
- Book bank for SC/ST / OBC
- Coaching/seminars for NET/SET for SC / ST/ OBC
- Coaching Classes for competitive exams to SC/ST / OBC
- To conduct extra remedial classes for the weak students
- Under faculty exchange plan, the college plans to invite faculties of various disciplines from nearby institutions to guide the weak students and provide them guidance for improvement.

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

The college is already offering M.Com

The following measures will be taken to improve the standards of PG programs.

- Adequate infrastructure and independent computer and language laboratory can be made.





- Students will be encouraged to deliver seminars and lectures in consultation with faculty.
- Smart class rooms with installed LCD can be arranged.
- Arrangement of more and more Campus Drive for PG students
- Independent autonomous college for PG

2.7 Summary of Training Needs Analysis Carried out (TNA)

As per the UGC guidelines and the guidelines provided by Commissionerate of higher education-various types of training programs, programs for improving subject knowledge, FDPs, STCs, attending workshop and seminar etc. will be organized. The college encourages and motivates faculties to participate in OP/RC and other program.

2.8 Provide an action plan for Training and Technical and other staff in functional areas

As per the functional requirement in the area of account keeping, library administration, office administration and applicable legal aspects, the training will be arranged in consultation with the Education department.

Apart from the above, the following can be done:

- Motivate the staff for training and to enhance administrative staff development training programs on Modern office equipment, Software, Office automation, Maintenance of records, Procedures and Friendliness towards faculty and students.

2.9 Describe the relevance and coherence of IDP with States/National industrial Economic Development Plan.

Ours is a state government college fully funded by Government of Gujarat. So, the IDP is relevant for the benefits of the institution, students, faculties and the society at large.

2.10 Describe briefly the participation of departments / faculty in the IDP preparation

The IDP is framed by considering the opinions of teaching and non-teaching staff with their active participation in data analysis and preparation of action plan. Action plan are made for the proper co-ordination with faculties of various departments. The steps involved in arriving at the proposal are as follows.

- Faculty feedback was conducted for the SWOT analysis.
- Student feedback constitutes a crucial component in the SWOT analysis.
- Having identified the key areas, objectives for the Institutional Plan arrived at were discussed with the faculty
- Inputs from departments of library and physical education sought to prepare the plan.
- Administrative staff support sought at specific junctures during the preparation of the plan

2.11 Describe institutional project implementation arrangements with participation of faculty and staff

As per the requirement the teaching, as well as non-teaching staff, will put their best efforts for successful implementation of the institutional project.

Following will be the functions:

1. Principal:

- Take policy decisions
- Supervise and guide committees
- Ensure proper utilization of project funds and timely submission of UCs
- Monitor progress with transparency

2. RUSA committee:

- Operate procurement of goods, works and services
- Implementation of faculty and staff development activities and programs

2.12 Institutional project budget as per table below:

Institutional Project Budget
(This is meant for existing institutions) (Rs. In Lakhs)

S. No	Activities	Project Life Allocation	Financial year				
			2023-24	2024-25	2025-26	2026-27	2027-28
1	Infrastructure						
	Modernization and strengthening of laboratories	0	0	0	0	0	0
	Establishment of new laboratories for existing UG and PG programs and for new PG programs	0	0	0	0	0	0
	Modernization of classrooms*	10	0	10	0	0	0
	Updation of Learning Resources	5	0	0	5	0	0
	Procurement of furniture	10	0	0	10	0	0
	Establishment/Upgradation of Central and Departmental Computer Centers*	20	0	10	0	10	0
	Modernization/improvements of supporting departments*	0	0	0	0	0	0
	Modernization and strengthening of libraries and increasing access to knowledge resources	5	0	0	0	0	5
	Refurbishment (Minor Civil Works)*	10	0	10	0	0	0
2	Research and development support						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	0	0	0	0	0	0
	Provision of resources for research support	0	0	0	0	0	0
	Enhancement of R&D and institutional consultancy activities	0	0	0	0	0	0
3	Faculty Development Support						
	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organizing/participation of faculty in workshops, seminars and conferences) for improved competence based on TNA	0	0	0	0	0	0
4	Institutional reforms						
	Technical assistance for procurement and academic activities	0	0	0	0	0	0
	Institutional management capacity enhancement	0	0	0	0	0	0
5	Academic support						
	Creation of new departments/courses	0	0	0	0	0	0
	Enhanced Interaction with Industry	0	0	0	0	0	0
	Student support activities	5	0	3	0	2	0
6	Others						
	Enhancing of sports activities	10	0	0	0	0	10
	TOTAL	75	0	33	15	12	15





2.13 Provide the targets against the deliverables as listed below

Sl. No	INDICATOR	Weightage in %	Numerator	Denominator	Value of Indicator	Present Rating	Present Score	Target Rating	Target Score
GOVERNANCE QUALITY INDEX -16%									
1	% of Faculty position vacant	2	10	25	40%			100	2
2	% of Non-permanent Faculty	4	1	25	4%			100	4
3	% of Non-Teaching Staff to Teaching Staff	3	8	25	32%			100	3
4	Total Number of Undergraduate programmes	1	1	1	1			100	1
5	Total Number of Postgraduate programmes	1	1	1	1			100	1
6	Total Number of Doctoral Programmes	1	0	0	0			0	1
7	Faculty Appointment Turn around/Cycle time in months	2	0	0	0			0	2
8	Delay in Payment of Monthly salary payment of faculty	2	0	0	0			0	2
ACADEMIC EXCELLENCE INDEX- 21.5%									
9	Delay in exam conduction and declaration of results	3.5	0	0	0			0	3.5
10	Plagiarism Check	1	0	0	0			0	1
11	Accreditation	4	2.47	*	2.47			100	4
12	Teacher Student ratio	4	190	1	190:1			100	4
13	% of Visiting professors	1	2	25	8%			100	1
14	% of graduates employed by convocation	0.5	917	1064	86.18%			100	0.5
15	% Number of students receiving awards at National and International level	0.5	1	3033	0.03%			100	0.5
16	% of expenditure on Library, cyberlibrary and laboratories per year	1	40000	1781378	2.24%			100	1
17	Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1	22860333	5884901	3.88			100	1
18	% of faculty covered under pedagogical training	1	25	25	1			100	1
19	% of faculty involved in "further education"	0.5	1	25	4			100	0.5
20	Dropout rate	1.5	126	3033	4.1			100	1.5
21	No of foreign collaborations	1.5	0	0	0			0	1.5
22	Subscription to INFLIBNET	0.5	1	1	1			100	0.5
EQUITY INITIATIVE INDEX -2.5%									
23	SC Student%	3	529	3033	17.44%			100	3
24	ST Student%	3	89	3033	2.93%			100	3
25	Gender Parity	3	1029	3033	0.33			100	3
26	Urban to Rural Student population	2	1820	1213	1.5			100	2
27	Existence of CASH	0.5	Yes 1					100	0.5
28	Existence of Social Protection Cell	0.5	Yes 1					100	0.5

									5
29	Language assistance programs for weak students	0.5	Yes 1					100	0
									5
	RESEARCH AND INNOVATION INDEX- 24%								
30	Per-faculty publications	2	8	25	0.32			100	2
31	Cumulative Impact Factor of publication	3	2	*	2			100	3
32	H Index	2	3	*	3			100	2
33	% of staff involved as principal researcher	1	3	25	12%			100	1
34	% of research projects fully or more than 50% funded by external agencies, industries etc	2	0	0	0			100	2
35	Total no of patents granted	1	0	0	0			0	1
36	% of faculty receiving national/international awards	1	0	0	0			0	1
37	% of research income	1	0	0	0			0	1
38	Doctoral degrees awarded per academic staff	1	0	0	0			0	1
39	% doctoral degrees in total number of degrees awarded	3	0	0	0			0	3
40	% expenditure on research and related facilities	1	0	0	0			0	1
41	Digitization of Masters and Doctoral thesis	05	0	0	0			0	0
42	UPE/CPE	3.5	0	0	0			0	3
43	% of Income generated from non-grant sources	2	0	0	0			0	2
	STUDENT FACILITIES - 15%								
44	No of new professional development programs	1	0	0	0			0	1
45	Existence of Placement Cells and Placement Policy	1	Yes 1					100	1
46	% of expenditure on infrastructure maintenance and addition	3	0	0	0			0	3
47	Availability of hostel per out-station female student	3	0	0	0			0	3
48	Availability of hostel per out-station male student	2	0	0	0			0	2
49	% of students on scholarship	2	802	303	26.4%			100	2
50	Average scholarship amount per student	1	2500	-	2500			100	1
51	Student Experience Surveys	1	Yes 1					100	1
52	Graduate Destination Surveys	1	No 0					100	1
	Infrastructure and Others - 11%								
53	% Income generated from training courses	1	0	0	0			0	1
54	% Income generated from consulting	1	0	0	0			0	1
55	Infrastructural sufficiency	3	No 0					100	3
56	Computer coverage	3	25	303	0.8			100	3
57	Internet connectivity of Campus	3	Yes					100	3



Project Targets for Institutions

2.14 Output and Outcome of the project

Outcome	Output	2025-26	2026-27	2027-28
Higher GER	Enrolments in General Courses			
	Number enrolled in vocational Courses			
Better Employability	Number of Choice based credit subjects			
	Number of students enrolled in job oriented courses			
	Number of New Courses/ interdisciplinary programme introduced			
Quality gain	Improved TeacherStudent ratio			
	Per Student Classroom Space			
	Per Student Laboratory Space			

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

Certainly this RUSA is a boon for the growth of our college during this 12th five year plan. Certainly it is evident from the proposal that the college will flourish and enlighten the faculty and also uplift the student both in terms of their knowledge and also their skill and hence better employability.

Further if the plan is continued for the next five year plan, definitely we assure for the better plans towards better prospectus of the college. We also try to bring Autonomous status to the college.



Evaluation of Institutional Development Proposals (IDP)

Sl No.	Evaluation parameters	Marks
	Institutional Preparedness and Implementation Feasibility	
	Clarity of institutional basic information including baseline data	
	Overall proposal implementation feasibility	
	Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOT analysis	
	Have the key activities been identified clearly and adequately for each specific-objective	
	Adequacy of the Institutional Project Implementation arrangements	
	Quality of SWOT analysis	
	Appropriateness for the procedure adopted for the conduct of SWOT	
	Clarity in the identification of strengths, weaknesses, opportunities and	
	Coherence of proposal with State's/regional development plan	
	Reasonability of proposed budget	
	Sub-total (I)	
	Clarity and Quality of the Action Plans for :	
	Scaling-up research and innovation	
	quality of action plan for quantitatively increasing and qualitatively	
	quality of action plan to transfer technology and for commercialization of	
	Scaling-up PhD enrolment through existing and new programmes	
	Scaling-up enrolment into UG/Masters programmes in existing and new	
	Research collaborative activities with Institution at National and International level	
	identification of options to improve and increase research collaborations at	
	clarity in identification of expected quality enhancement in Masters and	
	Potential impact and depth of proposed Industry collaboration	
	Faculty development including pedagogical training to:	
	Develop faculty/technical staff in subject domain	
	Improve pedagogical skills of faculty for better student learning	
	Identification of weak students and for improvement in their learning	
	Sub-total (II)	
TOTAL (I+II)		100

