

INSTITUTIONAL DEVELOPMENT PLAN

UNDER

RASHTRIYA UCHCHATAR SHIKSHA ABHIYAN

(RUSA)

SCHEME OF MHRD

SUBMITTED TO

JHARKHAND STATE HIGHER EDUCATION COUNCIL

RANCHI



SUBMITTED BY

DEOGHAR COLLEGE, DEOGHAR

JHARKHAND

www.deogharcollegedeoghar.com

To

THE STATE HIGHER EDUCATIONAL COUNCIL

JHARKHAND, RANCHI

**SUBJECT: SUBMISSION OF INSTITUTIONAL DEVELOPMENT PLAN UNDER RUSA
3.0 SCHEME.**

Sir/ Madam

With reference to the above, our College IDP is being submitted for your kind perusal and further processing. I also certify that all the information provided in the Institutional Development Plan for RUSA 3.0 is true and fair to the best of my knowledge.

Thanking You,

Yours sincerely

(DR BASANT KUMAR GUPTA)

PRINCIPAL

DEOGHAR COLLEGE, DEOGHAR

Place: Deoghar

Date: 12.12.2021

Copy to: Registrar SKMU Dumka/ RUSA Coordinator, SKMU, Dumka

PROFILE OF THE COLLEGE

Established in the year 1951 with 175 Intermediate students in a rented house, Deoghar College, Deoghar has over the years developed into a Premier institute of higher learning imparting Undergraduate and Postgraduate courses to the students of Santhal Pargana region of Jharkhand. It is one of the constituent units of S.K.M.University, Dumka.

This College is spread in 49 sprawling acres of land with the main building situated in the middle. There are about eight thousand aspiring students pursuing UG and PG courses every year. Apart from classrooms and galleries, the college has well equipped laboratories and library. It has a botanical garden, welfare hostel and hostel for minorities. Numerous infrastructural facilities have been created to cope with the increase in enrolment of students in various departments. The teaching-learning atmosphere promotes the spirit of learning and fulfils the aspirations of the enlightened.

Students at Deoghar College can opt to attach themselves to any of the extracurricular services like NCC and NSS. With a view to preparing the students for their profession and impart right attitudes and specific skills, placement cell has also been set up.

Deoghar College since its inception has continued to maintain high academic standards and now it is determined to become a national and global player with its focus on developing specialized faculty, creating infrastructure, introducing innovative programs, enhancing facilities for students where our students can acquire cutting edge skills and specialized knowledge.

Deoghar College, Deoghar strives to improve the socio-economic status of the economically weak section by providing opportunities of education at affordable cost. The Institution has fair and expeditious grievance redressal mechanisms that functions at all levels of the Institution. We are committed to provide value based holistic education by continually improving the services to produce qualified and competent personality and to transform itself into a **'Centre of Global Excellence'**.

MISSION

Deoghar College, Deoghar was set up with a mission to impart such knowledge as may be necessary for all round development of the character of the students. It is to make them capable of being better employed and at par with the highly competitive job markets. The college aims at instilling scientific zeal and developing skilled human resource to meet contemporary challenges. The college visualizes at facilitating young adult learners with opportunities to kindle their ethics and leadership potential thereby sensitizing learners towards inclusive social concerns, human rights, gender and environmental issues. The vision and mission of the institution is a reflection of the objectives of the National policies of higher education under RUSA, in moulding human resources to meet contemporary challenges. The institution strives to shoulder the responsibility of making the nation's dream come true. The institution provides comprehensive education instilled with scientific zeal, creating a platform for lifelong learning. The institution follows a three-fold system with academic, co-curricular and extra-curricular programs. The academic design is based on enhancing and empowering the knowledge base of the students. The focus is on the recent trends in scientific and cognitive fields. The institution's vital motto is to strengthen the inner potential and emotional quotient of the student folk.

INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity

- Name of the Institution: **DEOGHAR COLLEGE, DEOGHAR**
- Is the Institution approved by regulatory body? **YES**
- Approval No: **F.1-2/2004(CPP-1) dated 7 June 2006.**
- Type of Institution: **GOVERNMENT FUNDED**
- Status of Institution: **CONSTITUENT UNIT OF S. K. M UNIVERSITY,
DUMKA**
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone No	Mobile No	Fax No	E-mail Address
Head of the Institution	Dr Basant Kumar Gupta	-----	7004817175		
RUSA Institutional Coordinator	Dr Manish Jha		7091783132		

Nodal Officers for

Academic Activities	Dr Ranjit Kr Jha		9431176094		
Civil works including Environment Management	Dr Mahesh Kr Singh		9431310975		
Procurement	Dr Sanjay Kr Singh		6205245217		
Financial Aspect	Dr C.S.Azad		7294186560		
Equity Assurance Plan Implementation	Dr Anjani Sharma		7903562478		

E mail address of the institution: deogharcollege12@gmail.com

1.2 Academic Information

UG/PG/Ph.D. programs in Academic Year 2020-21

SI No	Title of programs	Level	Duration	Year of Starting	Sanctioned Annual Intake	Total Student Strength
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1	B.A Hons	UG	3 Years	2020	3600	1511
2	B.Sc. Hons	UG	3 Years	2020	1000	411
3	MA	PG	2 Years	2020	1800	788
4	M.Sc	PG	2 Years	2020	800	411
5	B.Lib	UG	3 Years	2020	60	13
6	BBA/ BCA	UG	3 Years	2020	120	2
7	BA LLB	UG	3 Years	2020	120	65

- **Whether Institution is accredited?** Yes
- **Grade: B (CGPA 2.30)**
- **When:** 01.05.2021
- **Accreditation Status of UG Programs:**

Titles of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2021	Whether Applied for as on 31st March 2021.
BA, B.Sc, B.Lib, BBA, BCA, BA LLB.	N/A	Yes	N/A

- **Accreditation Status of PG Programs:**

Titles of UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2021	Whether Applied for as on 31st March 2021.
MA, M.Sc.	N/A	Yes	N/A

1.3 FACULTY STATUS (REGULAR/CONTRACT FACULTIES)

Rank Faculty	No of Sanctioned Regular	Present Status Number of Position by Highest Qualification												Total number of Regular Faculty position	Total Vacancies	Total Number of Contract faculty in Position
		Doctoral				Masters				Bachelor						
		Engineering Discipline		Others		Engineering Discipline		Others		Engineering Discipline		Others				
		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+4+7+9+11+13)	16=(2-15)	17=(4+6+8+10+12+14)
Prof/ Principal.	<u>1</u>	-	-	-	-	-	-	1	0	-	-	0	-	<u>1</u>	<u>0</u>	<u>0</u>
Asso./ Reader	1	-	-	-	-	-	-	6	0	-	-	0	-	<u>6</u>	<u>0</u>	<u>0</u>
Asst./Lec turer	56	-	-	-	-	-	-	0	0	-	-	<u>1</u> <u>7</u>	<u>7</u>	<u>24</u>	<u>27</u>	<u>7</u>
Total	58	0	0	0	0	0	0	7	0	<u>0</u>	<u>0</u>	<u>1</u> <u>7</u>	<u>7</u>	<u>31</u>	<u>27</u>	<u>7</u>

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

BASELINE DATA (2020-21)

S. No	PARAMETERS	Value
1	Total strength of students in all programs and all years of study in the year 2020-21.	8,267
2	Total women students in all programs and all years of study in the year 2020-21.	2,793
3	Total SC students in all programs and all years of study in the year 2020-21	822
4	Total ST students in all programs and all years of study in the year 2020-21	508
5	Total OBC students in all programs and all years of study in the year 2020-21	1,721
6	Number of fully functional P-4 and above level computers available for students in the year 2020-21	20
7	Total number of text books and reference books available in library for UG and PG students in the year 2020-21	36,000
8	Student-teacher ratio%	275.5%
9	% Of UG students placed through campus interview in the year 2020-21	8%
10	% Of PG students placed through campus interview in the year 2020-21	0
11	% Of high quality under graduate students (above 75% marks) passed out in the year 2020-21	82%
12	% Of high-quality post graduate students (above 75% marks) passed out in the year 2020-21	85%
13	Number of research publications in Indian refereed journals in the year 2020-21	15
14	Number of research publications in International refereed journals in the year 2020-21	4
15	No of patents obtained in the year 2020-21	0
16	Number of patents filed in the year 2020-21	0
17	Number of sponsored research projects completed in the year 2020-21	0
18	The transition rate of students in percentage from 1 st year to 2 nd year in the year 2020-21 (All students/SC/ST/OBC)	80/83/76/87. In %.
19	IRG from Students fee and other charges in the year 2020-21	0.75 Cr
20	IRG from externally funded R&D projects, consultancies in the year 2020-21 Students fee and other charges in the year 2020-21	0
21	Total IRG in the year 2020-21 (in Lakhs)	0.75 Cr
22	Total annual recurring recurring expenditure of the institution in the year 2020-21(in Lakhs)	7.7 Crore

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

2.1 EXECUTIVE SUMMARY

To facilitate access of higher education to a far-flung remote area like Santal Pargana, Deoghar College, Deoghar established way back in 1951, is emboldening this idea since then. Earlier being a constituent unit of TM Bhagalpur University, Bihar, it has become a constituent part of Sido Kanhu Murmu (SKM) University, Dumka after the creation of the state of Jharkhand in 2000.

Spread in an area of around 49 acres of land, this college is centrally placed in the Deoghar, the cultural capital of Jharkhand, Baidyanath Dham. This College has as many as 13 subject departments in the Science and Arts where learners are enabled to continue their education upto Post Graduate level. This NAAC accredited (B) College with relatively sound infrastructure, although insufficient in terms of growing educational needs, yet hold a set of highly qualified and experienced teachers with an intent to carry forward the vision of access, equity and excellence of higher education in the region. Deoghar College, Deoghar also has its separate Law College (approved with Bar Council of India). The courses run by the institution are under Choice Based Credit System (CBCS) under the aegis of SKM University, Dumka.

Although having rich Gross Enrollment Rati (GER), we do have certain limitations. We intend to grow more in terms of having newer departments and courses in our campus. We cherish to have complete digitization of our institution, class rooms as well as our library systems. The library must be enriched with increased number of titles and research journals. We also have plan for upgradation of laboratory systems and ICT-enabled class rooms.

To envision the ideas of access, equity and excellence with respect to higher education in this region, we intend to grow more in terms of our physical infrastructure, courses and faculty strength. Since the GER, as under the government policy, high in our College associated with an average learning/outcome ratio, the institution too has plans to improve its examination results and outputs through remedial and coaching classes with a focus on

ST/SC/OBC/Girls and other weaker sections of the society. Despite the constraints mentioned above we are hopeful to win over these issues under the leadership of a dedicated team of skilled teachers having a commitment to fulfill our vision of the college in a mission mode under RUSA/University.

2.2 SWOT ANALYSIS

2.2.1 METHODOLOGY

All the stakeholders of the institution (constituting the teachers, non-teaching members, students and others), having worked through many brainstorming sessions under IQAC, has arrived at the given **SWOT** analysis. The present analysis consists of the following methodological components-

- a. Formal/ informal meetings of all the stakeholders of the college.
- b. Feedback sessions (offline/online/blended).
- c. Data Analysis of the feedback components.
- d. Outcome reach through interactive sessions of all the stakeholders.
- e. Integration of all the possible opinions within the available physical and human resource base of the institution.

DETAILS OF SWOT ANALYSIS

Strengths:

- S.1 Healthy enrolment of students (GER)
- S.2 Motivated Principal, Teaching faculties and committed staff members.
- S.3 Sufficient land (49 acres) for further infrastructural development of the college.
- S.4 Enlisted as Premier Institution by the Government of Jharkhand.
- S.5 Separate Library Building having Reading Hall to cater our students.
- S.6 NAAC Accredited (B).
- S.7 Active NCC (1 Unit), NSS (4 Units), Gender Sensitization Committee and Placement Cell in the campus.
- S.8 Running UG and PG Courses in 13 Subjects of Arts and Science in CBCS module.
- S.9 Highly qualified and experienced teachers.

S.10 Centrally located (Railway Station near by) having a lush green surrounding and having sound connectivity.

S.11 Bank, Post Office, Canteen, Medical Room with Doctor, National level Shooting Range, Separate Cultural Hall, Indoor Stadium, IGNOU Study Centre and Meeting Hall (for Seminars & Workshops) in the campus.

S.12 CCTV monitored, well-guarded and Wi Fi enabled campus.

S.13 Airconditioned Auditorium.

S.14 RO Water Supply in the Campus.

S.15 Computer Lab for the Students.

S.16 Separate Arts Block.

S.17 Separate Hostels for SC, ST, Minorities and for Girls within the campus.

S.18 Huge Play Ground and a committed College Sports Committee.

S.19 Running LLB (Approved by the Bar Council of India), B. Lib and BCA courses.

S.20 A supportive Students Counselling and Grievance Redressal Cell.

S.21 Separate Student Activity Centre and the S. Union Building.

Weaknesses:

W.1 Insufficient Faculty strength. (Even Sanctioned faculty positions are vacant.) and also non-Teaching members.

W.2 More faculties needed considering the S/T Ratio of the institution.

W.3 Inadequate ICT enabled Class Rooms.

W.4 No Digitization of the Library and the Reading Hall. Insufficient furniture for General and the Reference section.

W.5 No e-Library facility.

W.6 No Hostel accommodation (Boys& Girls Gen.)

W.7 No Stadium for sports purposes.

W.8 Shortage of Computers, Laboratory equipment and e-governed offices.

W.9 No overhead Water Tank for the centralized Water Supply System in the campus.

W.10 No Guest House in the institution to facilitate the academic stay of the visiting faculties and Resource persons.

W.11 No Commerce stream in the college.

W.12 No Institution Industry interaction.

W.13 No Academic Blocks for Science, Humanities, Law, Management and Education courses (proposed).

W.14 No Language Lab.

Opportunities:

O.1 Possibility to start new courses in Education and Management streams in order to increase access of students of this remote region to the various domains of higher education.

O.2 Intent to start new vocational courses in the existing streams- Public Opinion and Research, Human Rights (Political Science), Yoga (Philosophy).

O.3 Intent to have Regional and Cultural Resource Centre in order to maximize the horizon of research work in this region. No such resource location is available in this region at present to facilitate research activities in this area.

O.4 Possibility to have Nano Tech Centre and a separate Green House Room for research purposes.

O.5 To have our own Open-Air Amphitheatre to give more vent to the extra-curricular activities in the campus.

O.6 Separate Counselling and Placement Cells to extend educational support to the students of marginalized groupings enrolled here in the college.

O.7 Carry the possibility to increase innovation and research in this area.

O.8 Intent to have a Finishing school in vocational courses, ad-on and self-employment courses.

Threats:

T.1 Increased dependence on the other govt agencies and the University for most of the academic, administrative and financial decisions. (Lack of autonomy)

T.2 Dependence on the govt and the University for faculties and for the creation of new faculty posts and for starting new courses.

T.3 Larger dependence on contract teaching and the outsourcing of office works.

T.4 Inadequate Institution- Industry interaction.

2.2.2 STRATEGIC PLAN FOR INSTITUTIONAL DEVELOPMENT BASED ON THE SWOT ANALYSIS

- To improve the current poor infrastructure of the institution.
- To build additional infrastructural support in the college to support proposed new courses in the different faculties.
- To make teaching learning process more effective by introducing ICT enabled smart class rooms and train faculties in innovative teaching methodology.
- To introduce new faculties (education, management) and additional courses to make education accessible for the students of the peripheral areas and for the less privileged sections of the society.
- Regional Study and Resource Centre for facilitating research activities in the area.
- Improving social responsibility and increased industry-institution relation by taking more collaborative efforts with all the stake holders.
- To enhance the quality of the courses currently offered by making them more relevant, skill focused and responsive to the present needs of the society.
- Digital facelift of Library, Reference section, Reading Hall and Laboratories to supplement the capacity building initiatives made by the institution.
- Remedial classes and other such support initiatives (such as Placement Cell) for the under privileged students of this area.
- Improve social responsibility and awareness of the students by pushing them more for collaborative interactions with agencies with social concerns.

2.2.3 THE KEY ACTIVITIES PROPOSED IN THE IDP LINKED WITH THE RESULTS OF SWOT ANALYSIS

SI No.	KEY ACTIVITIES	LINK TO SWOT ANALYSIS	REQUIREMENTS	BUDGETARY ALLOCATIONS IN LAKHS.
1	Introducing new Courses and strengthening the existing Courses.	S.1, W.11, W.13 O.1, O.2	Affiliation, infrastructural facilities- class room, Lab, Library and faculty development.	
2	Strengthening of Infrastructural facilities.	W.3, W.4, W.6, W.7, W.8, W.9, W.10, W.13, W.14, O.5	ICT enabled class rooms, Digitization of Library, New Hostel Accommodations, Computers, Overhead Water Tank for centralized water system, Equip the space for sports activities with stadium, Girls Common Room, Open Air Theatre, Language Lab, Guest House for academic stay of the visitors. New Academic Blocks for Commerce, Management & Education and renovation work of the existing building.	
3	Establishment of Regional and Cultural Resource Centre (RCRC)	O.3	A separate building consisting of research related supportives, e Library, ICT enabled research cabins, administrative block and other supporting staff members.	
4	E Governance	W.8	Enhanced strength of computers, Wi Fi facilities for Office, Examination, Accounts and library.	
5	Human Resource Development and Capacity Building.	W.1, W.2	More faculties and faculty development programs needed (internships, teacher exchange etc).	
6	Improving employability.	O.6	ICT enabled Remedial class rooms, Counselling and Placement cell for all add on courses, internship for students and other skill learning exercises.	

7	Institutional Industrial and Social responsibilities.	W.12, T.4	Interaction with the local industries and social organisations through internships, camps and other tie up measures.	
8	Centres of Innovation	O.4	To establish Nano Tech Centre and the Green House facilities to boost innovative research works in these areas.	

2.3 EXPECTED OBJECTIVES AND RESULTS LINKED TO THE SWOT ANALYSIS.

SI No	SPECIFIC OBJECTIVES	LINK TO SWOT ANALYSIS	EXPECTED OUTCOMES
1.	Open new Courses and programs in the faculties of Commerce, Management and Education.	S.1, W.11, W.13 O.1, O.2	Greater access and equity in education an opportunity of growth in this region.
2	Enhance the relevance and the quality of the existing disciplines by introducing add on courses on Yoga, Public opinion and Research, Human Rights and other soft skill courses.	O.2, O.8	For greater employability and opportunities for the students of this region.
3	Infrastructural Support: To have ICT enabled class rooms, Digitization of Library, New Hostel accommodations, Computers, Overhead Water Tank for centralized water system, Equip the space for sports activities with stadium, Open Air Theatre, Language Lab, Guest House for academic stay of the visitors. New Academic Blocks for Commerce, Management & Education and the renovation work for the existing building.	W.3, W.4, W.6, W.7, W.8, W.9, W.10, W.13, W.14, O.5	Imparting quality higher education under an updated teaching learning environment.
4	Research and Innovation: Establishment of Regional and Cultural Resource Centre (RCRC) Nano Technology Centre and Green House facilities for research activities.	O.3, O.4	To build an institutional infrastructure and environment for research and other activities of innovation in the institution.
5	Automation of the office, Library, Exam. and other academic sections of the institution.	W.8	For promoting accuracy, efficiency and ease in the campus to smoothen higher education studies.
6	More faculties and faculty development programs (internships, Workshops, Conferences, Seminars, teacher exchange etc).	W.1, W.2	Better equipped faculties for promoting quality education.

7	Counselling and Placement cell, Internship for students and other skill learning exercises.	O.6	Intent to equip our students for better employability and gainful employment.
8	Enable private public partnership exercises by having collaboration with local social, commercial and industrial units.	W.12, T.4	Social responsibility, civic awareness and self-reliance among students so as to grow them as better citizens.

6	Regional and cultural Resource Centre	0	0	0	0	0	0	2.a
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2.4 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 such measures to improve the results taking remedial classes for slow learners and taking the help of advanced learners to assist them.

- Motivational classes to be conducted to increase urge among courses to accomplish their courses.
- Life skills to be ordained with the activities of the different cells of the institution.
- Academic skills through tutorial and other means.
- Promote cultural skills through extra- curricular activities.
- To boost sports activities for over all fitness of our students.
- Regular Field surveys, study tours and industrial and commercial visits of the students.

BUDGET ALLOCATION IN LAKHS **PER 100 STUDENTS.**

SI No	Employability Programs	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL BUDGET IN LAKHS	LINK TO THE BUDGET PROPOSAL 2.12
1	Motivational Programs.	0	0	0	0	0	0	5.c
2	Life skill Activities.	0	0	0	0	0	0	5.c
3	Workshops on ICT enabled education	0	0	0	0	0	0	4.a
4	Cultural Activities	0	0	0	0	0	0	5.b

	and Festivals.							
5	Field Survey and visits	0	0	0	0	0	0	5.c
6	Sports Activities.	0	0	0	0	0	0	5.a

2.4.C OBTAIN AUTONOMOUS INSTITUTION STATUS WITHIN 2 YEARS

Deoghar College, Deoghar was founded in the year 1951 to cater to the needs of higher education in the remote region of Santal Pargana, a predominantly tribal area now in the state of Jharkhand. UG courses of the college were affiliated with Patna University since the year 1951, and later the Institution was upgraded to the level of post-graduation in all the existing UG courses in the year 1984 with Bhagalpur University. Presently the college is a constitution unit of SKM University, Dumka. The institution since then has maintained a high degree of excellence in several domains and has been endorsed the same by the Government of Jharkhand, declaring this institution as “**Institution of Excellence**” in the year 2017 The college was accredited with Grade B in the year 2014-2015 and we are in the process of accreditation cycle 2 of NAAC.

Consequent upon, we applied for “Centre with Potential Excellence” to the UGC for our institution, but was yet to be realized. At this juncture, it is important to mention that the cultural capital of Jharkhand, Deoghar, has been growing exponentially in all the spheres since the inception of Jharkhand. Ranging from AIIMS to International Airport, this city holds an immense potential with its overarching expansion in the field of higher education too. Even at the present date, Deoghar College, Deoghar alone is catering more than fifty percent (50%) of the PG students registered under the different courses of SKM University, Dumka.

The institution, therefore, neatly deserves the potential for its upgradation and autonomy with its existing infra-structural pre-requisites. The upgradation would largely justify and collaborate with the growing pace of the region even for the higher education in this area. It will definitely go a long way in placating the outreach of higher education to the marginalized groupings and the other weaker sections of the region.

2.4 d ACHIEVING THE TARGETS OF 60% OF THE ELIGIBLE UG AND PG PROGRAMS WITHIN TWO YEARS AFTER JOINING THE PROJECT...

All the UG and PG programs of the college are affiliated/ accredited with the University and further efforts would be made by the institution to get accreditation/affiliation for the new proposed courses/ programs from the respective agencies within two years of joining the Project under RUSA 3.0.

2.4 e IMPLEMENTATION OF ACADEMIC AND NON ACADEMIC REFORMS

This college comes under S K M University, Dumka. Admission in the college in the various UG and PG courses are made through Chancellor portal of the State of Jharkhand. We are strictly abiding all the rules set forth for the university education in India. However, we hold a potential while delivering education to the desiring stake holders. We intend to have action plans for phase wise induction of supportive academic reforms for our institution. Academic reforms are key towards imparting better quality education that is oriented towards employability and innovation. We also intend to smoothen office and administrative governance through digitization exercises in all the academic arena.

The orientation program will be conducted at the beginning of academic year and information with regard to various processes like admission, examination, evaluation, library, co -curricular and extra -curricular activities, fee structure and about other activities of the college. Continuous internal evaluation will be implemented and students will be monitored regularly to get command over subjects and results.

BUDGET ALLOCATION IN LAKHS

PER 100 STUDENTS.

SI No	Employability Programs	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL BUDGET IN LAKHS	LINK TO THE BUDGET PROPOSAL 2.12
1	Motivational Programs.	0	0	0	0	0	0	5.c
2	Orientation Class	0	0	0	0	0	0	3.a
3	Workshops	0	0	0	0	0	0	4.a

2.4 f IMPROVING INTERACTION WITH INDUSTRY

The Institution plans to sign MOU with locally available industrial and commercial units for research, training and for raising their employability of the students. Students are encouraged to take up projects in nearby industries and collect data of local industrial functioning in the area to promote collaborative research.

BUDGET ALLOCATION IN LAKHS

SI No	Programs	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL BUDGET IN LAKHS	LINK TO THE BUDGET PROPOSAL 2.12
1	Industrial Visit of Students	0	0	0	0	0	0	5.d
2	Lecturers by Experts from Industry, Commercial and Social Units	0	0	0	0	0	0	5.d
3	Projects from Local Industries	0	0	0	0	0	0	5.d

2.4 g ENHANCEMENT OF RESEARCH AND CONSULTANCY ACTIVITIES.

- To organize workshops to provide information about research methods and techniques to all the stake holders of the institution.

-Upgrade Library and Labs to meet the research requirements.

-To develop networks with other Universities for Faculty and students exchange programs.

- Regional Cultural and Resource Centre, Nano Tech Centre, Green House facilities (proposed) to facilitate research environment in the campus.

- Workshops and interactive sessions to boost academia- industry- business partnerships as entrepreneurial activities.

BUDGET ALLOCATION IN LAKHS

SI No	Programs	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL BUDGET IN LAKHS	LINK TO THE BUDGET PROPOSAL 2.12
1	Subscribe e journals and other periodicals.	0	0	0	0	0	0	1.f
2	Regional Cultural & research Centre (Running expenses)	0	0	0	0	0	0	2.a
3	Interactive sessions with Local Industries/ commercial units.	0	0	0	0	0	0	5.d
4	Arranging Lectures, Workshops for the faculty and other staff members.	0	0	0	0	0	0	4.a

2.5 ACTION PLAN FOR ORGANIZING A FINISHING SCHOOL AND FOR IMPROVING ACADEMIC PERFORMANCE OF SC/ST/OBC AND OTHER ACADEMIC WEAK STUDENTS THROUGH INNOVATIVE METHODS, SUCH AS REMEDIAL COURSES AND SKILL DEVELOPMENT CLASSES FOR INCREASING THE

TRANSITION RATE AND PASS RATE WITH THE OBJECTIVE OF IMPROVING THEIR EMPLOYABILITY.

- Identify through enrolment/result in the college of those weak students requiring academic support.
- Remedial classes for SC/ST/OBC/women/Minority students.
- Remedial classes for other competitive examinations for academically weak students.
- Coaching for NET/SET for the students of marginal communities.
- Formation of career and counselling cell.
- Innovative methods; Identify skill gaps, motivate students, develop industry specific skills and Sessions for Self-awareness, Self-analysis having continuous appraisal.

BUDGET ALLOCATION IN LAKHS PER 100 STUDENTS.

Sl No	Programs	2022-23	2023-24	2024-25	2025-26	2026-27	TOTAL BUDGET IN LAKHS	LINK TO THE BUDGET PROPOSAL 2.12
1	Remedial Classes	0	0	0	0	0	0	5.a
2	Training for Competitive Examinations	0	0	0	0	0	0	5.a
3	Coaching for NET/SET Examinations	0	0	0	0	0	0	5.a

2.6 ACTION PLAN FOR STRENGTHENING OF PG PROGRAMS AND STARTING NEW PG PROGRAMS.

This College is already running different under graduate and post graduate courses under thirteen subject areas (Bengali, Hindi, English, Sanskrit, Physics, Chemistry, Botany, Zoology, Mathematics, History, Political Science, Economics and Philosophy) and LLB courses as under Deoghar Law College.

- Efforts would be made to improve the learning facilities for the existing courses.
- Efforts would be made to seek the recognition and the other governmental support to introduce new courses in the faculties of Commerce, Management and Education and also to start new Diploma and Certificate courses in the existing departments.
- Efforts would be made with the government support to get the qualified faculties in the referred subject areas.
- Within a structured time- frame, a curriculum, syllabus design and other associated tasks would be accomplished by the institution.
- Sincere efforts would be made to get our existing faculty positions duly filled with the support of the government so as to facilitate smooth academic activities in all the departments.
- Class room tools to be upgraded for better academic environment and special thrust would be made for the digitization of the library, ready to be utilized for e Learning.

KEY ACTIVITIES	TIME PERIOD	LINK TO BUDGET PROPOSAL 2.12
Introduce New Courses	30 months	1.a
Obtain qualified faculties in the relevant subject areas.	30 months	
Curriculum design and development.	12 months	1.a
Upgrade the existing Teaching Learning Class Room tools.	18 months	1.c

2.7 TRAINING NEEDS ANALYSIS (TNA)

Institution plans to spend at least 10% of the institutional project outlay on the faculty and staff development and upgrading the pedagogic skills.

Improving competence in teaching learning methodologies.

- Training sessions for online/ blended mode of teaching.
- Development of modern learning resources and teaching aids.
- Sessions to synergize faculties with new research tools for research activities.

1	Library digitization and automation	0	0	0	0	0	0	1.f
2	Office automation	0	0	0	0	0	0	4.a
3	Workshops for Faculty members for updates in the administration/office systems.	0	0	0	0	0	0	3.a

2.9 RELEVANCE AND COHERENCE OF IDP WITH STATE/ NATIONAL ECONOMIC DEVELOPMENT PLAN.

- Quest to achieve quality education by boosting infrastructural and other learning supports to synergize with the State EDP.
- To conform to the Government objective of higher education to implement GER and align with the Regional Educational Development Plan.
- Achieving social equity and ensure access in higher education in the Santal Pargana region.
- Empowering students with improved professional skills for better employability and also to grow as responsible citizens.
- Empowering women and the marginalized communities of the area with the various domains of higher education.
- Quest to uplift the institution with research/ innovation inputs so as to benefit the students of the area in their research works.

2.10 PARTICIPATION OF DEPARTMENTS/FACULTIES IN IDP PREPARATION.

Action plan has been made with prior coordination with the faculties of all the departments. A proper integrated coordination was also ensured with the different committee of the college. The following steps were involved while arriving at the following proposals:

- IQAC sessions to undertake the SWOT Analysis.
- Student feedback consisting the crucial component of the SWOT Analysis.
- Identified key areas, objectives for the Institutional Plan being arrived after discussion with the faculty members and other stake hold holders.

- Inputs ensured from office and Library while preparing the plan.
- Administrative staff support sought at various specific junctures during the preparation of the Plan.

2.11 INSTITUTIONAL PROJECT IMPLEMENTATION ARRANGEMENTS WITH PARTICIPATION OF FACULTY AND STAFF.

Based on the analysis and discussion with the core committee members, Institutional level bodies were formed and project responsibilities been assigned to each of the bodies. The detailed function of each body is enumerated as under:

BOARD OF GOVERNORS (BOG)

- To take all policy decisions at the institutional level.
- Supervise the activities of the various other committee works.
- To ensure proper utilization of the fund and timely submission of FMRs and UCs.
- Monitor progress and to ensure the works under RUSA on functional basis.

INSTITUTIONAL RUSA UNIT

- Financial Management
- Achievement of targets and monitor audits.
- To operate for the procurement of goods, works and services.
- Implementation of faculty and staff development activities and programs.

MEMBERS BOG

Dr B K Gupta, **Principal**

Dr Manish Jha, Coordinator

Dr Ranjit Kumar Jha

Dr Mahesh Kumar Singh

Dr Sanjay Kumar Singh

Dr C S Azad

Dr Anjani Sharma

2.12 INSTITUTIONAL PROJECT BUDGET (FOR EXISTING INSTITUTIONS)

SL NO	ACTIVITIES	PROJECT LIFE	2022-23	2023-24	2024-25
1	INFRASTRUCTURE	200 Lakh			
(a)	Construction of New Academic Blocks for Commerce, Management and Education for new programs and courses.		0	0	0
(b)	Modernization and strengthening of Laboratories.		0	0	0
(c)	ICT enabled Class Rooms and upgrade the existing Teaching Learning classroom tools.		0	0	0
(d)	Procurement of furniture.		0	0	0
(e)	Language Lab for updating Learning Resources.		0	0	0
(f)	Digitization and infrastructural updating of the existing Library and subscription of journals and other periodicals.		0	0	0
(g)	Upgradation of College Computer Lab and other related facilities for other departments/ section of the college.		0	0	0
(h)	New Hostel accommodations (Boys and Girls General)		0	0	0
(i)	Guest House for academic stay of the visitors.		0	0	0
(j)	Common Room for Girl students		0	0	0
(k)	New overhead Water tank for centralized		0	0	0

	water system in the campus.				
(l)	Renovation (civil work) for the existing building.		0	0	0
2	RESEARCH AND DEVELOPMENT SUPPORT.		0	0	0
(a)	Regional Cultural and Resource Centre (RCRC) to institutionalize resources for research activities.		0	0	0
(b)	Provision of resources for research support.		0	0	0
3	FACULTY AND STAFF DEVELOPMENT SUPPORT		0	0	0
(a)	Quality upgradation initiatives/ Orientation programs.		0	0	0
(b)	Add on Courses of Yoga, Public Opinion and Research and Human Rights in the existing discipline/ department of the college		0	0	0
4	INSTITUTIONAL MANAGEMENT CAPACITY BUILDING ACADEMIC SUPPORT		0	0	0
(a)	E governance programs/ workshops for enhanced office management and automation.		0	0	0
5	STUDENT SUPPORT ACTIVITIES		0	0	0
(a)	Remedial classes for competitive examinations, Counselling and Placement Cell and other soft skill learning exercises.		0	0	0

	Enhancing Sports activities (For Stadium)				
(b)	Cultural Activity support (For Open Air Theatre)		0	0	0
(c)	Motivational Programs and Life Skill Activities.		0	0	0
(d)	Enhanced interaction with the local industries, business and societal units (Field Survey, projects, Lectures and industrial visits)		0	0	0
(d)	Equity Initiatives.		0	0	0
6	OTHERS				
(a)	Nano Technology Centre		0	0	0
(b)	Green House facilities to boost innovative research works.		0	0	0

2.13 TARGETS AGAINST THE DELIVERABLES

SI N o	INDICATOR	WEIGHT AGE IN %	NUMERA TOR	DENOMIN ATOR	VALUE OF INDICA TOR	PRESE NT RATI NG	PRESE NT SCOR E	TAR GET RATI NG	TAR GET SCOR E
	GOVERNAN CE QUALITY INDEX-16%								
1	% of Faculty position vacant	2	27	58	46.6				
2	% of Non- permanent Faculty	4	7	31	22.6				
3	% of Non- Teaching Staff to Teaching Staff	3	23	31	74.1				
4	Total No of UG programs	1	6						
5	Total No of PG programs	1	2						
6	Total No of Doctoral Programs	1	0						
7	Faculty Appointmen t Turn around/ Cycle time in months	2	0						
8	Delay in Payment of Monthly salary payment of faculty	2	0						
	ACADEMIC EXCELLENCE INDEX- 21.5%								
9	Delay in exam conduction and declaration of results	3.5	0						

10	Plagiarism Check	1	0						
11	Accreditation	4	2.30						
12	Teacher Student ratio	4	8267	31	1/267				
13	% of visiting professors	1	0						
14	% of graduates employed by convocation	0.5	0						
15	% Number of students receiving awards at National and International level	0.5	0						
16	% of expenditure on Library, cyber library and laboratorial per year	1	0						
17	Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1	34L	9L	3.8/1				
18	% of faculty covered under pedagogical training	1	0						
19	% of faculty involved in 'further education'	0.5	.03%						
20	Dropout rate	1.5	9%						
21	No of foreign collaborations	1.5	0						

2 2	Subscription to INFLIBNET	0.5	Yes						
	EQUITY INITIATIVE INDEX- 12.5%								
2 3	SC Students %	3	9.9%						
2 4	ST Students %	3	6.1%						
2 5	Gender Parity	3	33.8%						
2 6	Urban to Rural student population	2	40:60 (U/R)						
2 7	Existence of CASH	0.5	Yes						
2 8	Existence of Social Protection Cell	0.5	Yes						
2 9	Language assistance programs for weak students	0.5	Yes						
	RESEARCH AND INNOVATION INDEX- 24%								
3 0	Per-faculty publications	2	3 per faculty						
3 1	Cumulative Impact Factor of publication	3	0						
3 2	H Index	2	0						
3 3	% of staff involved as principal researcheer	1	0						
3 4	% of research projects fully or more than 50% funded by	2	0						

	external agencies, industries etc.								
35	Total no of patents granted	1	0						
36	% of faculty receiving national/international awards	1	0						
37	% of research income	1	0						
38	Doctoral degrees awarded per academic staff	1	0						
39	% Doctoral degrees in total number of degrees awarded	3	0						
40	% Expenditure of research and related facilities	1	0						
41	Digitization of Masters and Doctoral thesis	0.5	0						
42	UPE/CPE	3.5	0						
43	% of Income generated from non-grant sources	2	0						
	STUDENT FACILITIES-15%								
44	No of new professional development programs	1	0						
45	Existence of Placement	1	Yes						

	Cells and 3Placement Policy								
4 6	% of expenditure on infrastructur e maintenanc e and addition	3	5% of the total expenses .						
4 7	Availability of hostel per out-station female student	3	100 seats Against 1120 outstatio n female stdts.						
4 8	Availability of hostel per out-station male student	2	400 seats against 2351 SC/ST/O BC Stdts.						
4 9	% of students on scholarship	2	30%						
5 0	Average scholarship amount per student	1	3500@y ear per student.						
5 1	Student Experience Surveys	1	No						
5 2	Graduate Destination Surveys	1	No						
	INFRASTRU CTURE AND OTHERS 11%								
5 3	% Income generated from training courses	1	0						
5 4	% Income generated from consulting	1	0						
5 5	Infrastructur al Sufficiency	3	No						

5 6	Computer coverage	3	51						
5 7	Internet connectivity of Campus	3	Yes						

2.15 ACTION PLAN FOR ENSURING THAT THE PROJECT ACTIVITIES WOULD BE SUSTAINED AFTER THE END OF THE PROJECT.

Certainly, RUSA has been a boon for the growth of our college under RUSA 2.0 plan. Certainly, it is evident from the proposal that the college will flourish and enlighten the faculty and also uplift the students both in terms of their knowledge and skills for better employability.

Further, under RUSA 3.0, if the plan is continued for the successive years, definitely we assure for better plans enriched with better prospects for the college. We will also strive enough to bring **Autonomous Status** for the institution.