

GOVERNMENT OF CHHATTISGARH

DEPARTMENT OF HIGHER EDUCATION

INSTITUTIONAL DEVELOPMENT PROPOSAL UNDER RASHTRIYA UCHCHTAR SHIKSHA ABHIYAN

RUSA



SUBMITTED BY

PRINCIPAL

TCL GOVT. PG COLLEGE, JANJIR

DISTT.- JANJIR-CHAMPA

PIN- 495668 (C.G.)

(PERSPECTIVE PLAN , ANNUAL PLAN & ANNUAL BUDGETS FOR 2012-13 TO 2016-17)

AFFILIATED BY- BILASPUR VISHVAVIDYALAYA, BILASPUR (C.G.)

Institutional Development Proposal

1. Institutional Basic Information

1.1 Institutional Identity:

- Name of the Institution : **T C L GOVT PG COLLEGE, JANJGIR (C.G.)**
- Is the Institution approved by regulatory body? : **Yes**
- Furnish approval no. : **UGC approved No. F-13-56/78 (CDN) New Delhi Dated 26th August 1972 & Govt Recognition – 01/01/1975**
- Type of Institution : **Govt. funded**
- Status of Institution : **Non-autonomous**
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)	Dr S.D. Jha	07817- 222240	09827962196	07817- 222240	principal@tclgovtcollege.com
RUSA Institutional Coordinator	Dr. R.K. Pandey	07817- 222240	09826186337	07817- 222240	principal@tclgovtcollege.com
Nodal Officers for :					
Academic Activities	Dr. B.P. Yadav	07817- 222240	0940211917	07817- 222240	principal@tclgovtcollege.com
Civil Works including Environment Management	Dr. S.K. Madhukar	07817- 222240	098279 - 78073	07817- 222240	principal@tclgovtcollege.com
Procurement	Dr. P.K. Singh	07817- 222240	9425578780	07817- 222240	Pramodsingh61@gmail.com

Financial aspects	Dr. R.K. Pandey	07817-222240	098261 - 86337	07817-222240	principal@tclgovtcollege.com
Equity Assurance Plan Implementation	Dr. Manjulata Kashyap	07817-222240	095848-95167	07817-222240	Kashyapmanju6@gmail.com

1.2 Academic Information:

- UG/PG/PhD programs offered in Academic year 2011-12**

S.No.	Title of programs	Level (UG, PG, PhD)	Duration (Years)	Year of starting	Sanctioned annual Intake	Total student strength
1.	B.A.,B.Sc.,B.Com & LLB	UG	Three Years	2011-12	2040	789
2	M.A., M.Sc., M.Com. & LLM	PG	Two Years	2011-12	1005	222
3.	Ph.D.(Chemistry, Pol.Sc., Hindi, Commerce)	PhD	Two Years	2011-12	24	19

- Whether Institution is accredited? **No**

If yes, Grade When

Accreditation Status of UG programs:

Title UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2012?	Whether "Applied for" as on 31 st March 2012?
NA	NA	NA	NA
NA	NA	NA	NA

Accreditation Status of PG programs :

Title UG programs being offered	Whether eligible for accreditation or not?	Whether accredited as on 31 st March 2012?	Whether "Applied for" as on 31 st March 2012?
NA	NA	NA	NA
NA	NA	NA	NA

1.3 Faculty Status (Regular/On-Contract Faculty as on March 31st, 2012)

Faculty Rank	No. of Sanctioned Regular Posts	Present Status : Number in position by Highest Qualification																Total Number of regular faculty	Total Vacancies	Total Number of contract faculty
		Doctoral Degree								Masters Degree										
		Art Discipline		Science Discipline		Commerce Discipline		Other Disciplines (LAW)		Art Disciplines		Science Disciplines		Commerce Discipline		Other Disciplines (LAW)				
		R	C	R	C	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	16	17	18	19= (3+5+ 7+ 9+11+ 13+15 +17)	20 = (2- 19)	21 = (4+6+8+ 10+12+ 14 +16+18)
Prof	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Nil	7	Nil
* Promoted Professor	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2	Nil	Nil
Asst. Prof.	32	8	-	3	-	1	-	1	-	6	2	3	6	-	-	-	4	22	10	12

* Promoted Professor- Unlimited.

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

S.No.	Parameters	11-12	12-13
1	Total strength of students in all programs and all years of study in the year	1011	1017
2	Total women students in all programs all years of study in the year	504	507
3	Total SC students in all programs and all years of study in the year	259	260
4	Total ST students in all programs and all years of study in the year	37	37
5	Total OBC students in all programs and all years of study in the year	495	499
6	Number of fully functional P-4 and above level computers available for students in the year	35	39
7	Total number of text books and reference books available in library for UG and PG students in the year	37700	42781
	Student-teacher ratio	22:1	22:1
8	% of UG students placed through campus interviews in the year	Nil	Nil

9	% of PG students placed through campus interviews in the year	Nil	Nil
10	% of high quality undergraduates (>75% marks) passed out in the year	20%	3%
11	% of high quality postgraduates (>75% marks) passed out in the year	1%	2%
12	Number of research publications in Indian refereed journals in the year	5	11
13	Number of research publications in International refereed journals in the year	Nil	Nil
14	Number of patents obtained in the year	Nil	Nil
15	Number of patents filed in the year	Nil	Nil
16	Number of sponsored research projects completed in the year	Nil	Nil
17	The transition rate of students in percentage from 1 st year to 2 nd year in the year	75%	75.17%
	(i) All Students	72%	72.8%
	(ii) SC	65%	65.5%
	(iii) ST	88%	88.2%
	(iv) OBC		
18	IRG from students' fee and other charges in the year (Rs. in lakh)	20,18,373	2,83,000
19	IRG from externally funded R&D projects, consultancies in the year (Rs. in lakh)	Nil	Nil
20	Total IRG in the year (Rs. in lakh)	20,18,373	2,83,000
21	Total annual recurring expenditure of the institution in the year	2,89,23,000	3,22,84,000

2. Institutional Development Proposal (IDP)

2.1 Executive Summary of the Institutional Development Proposal :-

In conformity with the ambitious goals of the RashtriyaUchcharShikshaAbhiyan we at our institution have come out with a proposal with a wider action plan to improve our infrastructure, academic quality and employability with a view to serve the populace of the region and consequently the nation. We are the principal college of the district Janjgir-Champa and therefore do have the wider responsibility towards the society. The majority of the population consists of marginalized sections like OBCs and SCs. Due to lack of innumerable academic amenities at the elementary and secondary level students are lacking in today's competitive environment. We during the SWOT analysis have pointed out our strengths, weaknesses at all the levels and immense opportunities in the region etc. We also took note of the present and probable threats before the institution and the project.

After having a thorough discussion and SWOT related wider analysis we have drawn the priority wise Institutional Development Plan which is as under:

Infrastructure- Buildings for required class rooms, office buildings for NSS, NCC, Red Cross Society, Legal Aid Clinic, Human Rights Cell, Moot Court, separate library, computer lab with internet facility, faculty wise toilets, separate wash room for staffs and students, separate boundary for existing girls hostel, boundary wall for the institution, a well-equipped conference hall, well equipped staff room, required furnitures for the buildings, Botanical garden.

New Departments and Research Centres- We propose to open UG level courses for Geography, B.A. (Computer Application), BSW and BCA and PG level courses for Geography and Botany. New research centres for Psychology, Sociology and Law. Diploma course in Human Rights.

Laboratory- New laboratory for Psychology, Geography, Computer, English.

Apart from abovementioned plans we are of the view to open some diploma courses like Human Rights. For improving the employability of the students we propose to run extra tutorial classes for the weak students, vocational classes for Maths, English, Reasoning, General Studies etc. We also have a special plan to conduct English speaking classes and separate personality development classes with the help of outside professionals. We propose to conduct training programs for teachers to improve their pedagogy and research related competency, training programs for laboratory technicians, laboratory assistants etc.

With the new programs like establishment of Legal Aid Clinic and Human Rights Cell we are determined to serve the needy of the region. By conducting above said career oriented programs the prime objective of RUSA i.e. the national target of Gross Enrolment Ratio of 32 will certainly be a dream come true. For promoting the extra-curricular activities in the region and especially in our institution our proposed sports ground will definitely serve the purpose apart from our efforts to engage more and more students in this area because the good health is where the healthy mind resides. This is a summary glimpse of our ambitious plan in line with that of RUSA which will definitely serve the society in general and the state and the nation in particular.

2 SWOT analysis:

Methodology:- Analytical and evaluative methodology has been adopted wherein empirical analysis has also been done by studying the secondary sources like census of 2011 and other matters of the like Faculty and department wise discussion have also been the part and parcel of the methodology adopted in making the present analysis

Analysis:- Strengths- The institution being the principal college of the district has the main strength in the nature of the number of students enrolled into various programs. So far as the resources are concerned barring some we have comparatively more resources than other government colleges of the region. We have comparatively more efficient teaching staffs. Altogether we are in a position to implement such projects in our institution with efficacy and precision.

Weaknesses- Apart from the abovementioned strengths of the institution though some of them are our comparative strengths which we should not consider as one of our real strengths, our institution is lagging behind most of the good institutions of the country and are not at par with them in almost all respect. First of all we have no PG in some of the core Science and Arts subjects which finds mention separately at the place where we are proposing to open new PG courses. We have students but less infrastructure i.e. not even sufficient classrooms. We do not even have separate computer lab meant for all the students of the institution. We are lacking in INFLIBNET In absence of minimal participation in seminars and workshops our teaching staffs are also less competent and not well versed in latest developments in their subject area. In the area of research our teachers are less acquainted with the present methodology of research Less are involved in research activities. Few are interested in writing articles and research papers in the refereed journals on peer reviewed journals. Our library is not well equipped with the reference books for the purposes of research work. Therefore with so many weaknesses we are in a dire need of such ambitious project which can fulfill most of our requirements of excellence. and can assist in bringing our institution at par with those which are hods.

Opportunities. The area is having many industries and there are innumerable opportunities in the riculuun field as the state is called "dhankakatora" and this district has the credit of cultivating the hood grain. The state government has proposed to open about 38 new power plants in the district bell Therefore the people and students are going to get innumerable opportunities of different nature.

So it is the ripe time to be prepared and for us to gird up for preparing our students in right direction otherwise the competent persons from outside will grab the opportunities.

Threats- No serious threats only problem with the budgetary allocation.

Strategic Plan for institutional development:-The strategy adopted for institutional development would be a priority wise completion of all the tasks related to infrastructure building, opening of new and required departments, laboratories, computer lab., well equipped library, conducting of vocational training along with preparatory classes for various competitive examinations etc.

How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOT Analysis:-SWOT analysis is a wider task done with the co-operation of all concerned after which we came to draw a list of some of our strengths and innumerable weaknesses. Most of the proposed institutional development plans are made by taking cue from the SWOT. Most of the weaknesses discussed during the interaction of the departments have been taken notice of and the plans for strengthening have been thoroughly drawn and proposed accordingly.

2.3 Specific Objectives and expected results of Institutional Development Proposal:- The specific objectives of the IDP are the complete infrastructural development, opening of required UG and PG courses, one diploma course in Human Rights, recruitment of required and remaining faculty members, conducting of proposed vocational programs, seminars, workshops, interaction with persons from industries etc. The sole objective of the whole proposal is to increase the student enrolment and increase their employability.

The expected results of the plan would be increase student enrolment, increase in their employability and fulfilling the ultimate goal of RUSA i.e. 32 % Gross Enrolment Ratio.

2.4 Action plan for:

(a) **Improving employability of graduates:**

It is the right time when even the UGC is feeling it quite necessary to devise some sort of course of study to substitute the present existing traditional degrees with those having some features of employability. Though it will not at all be wise enough to totally replace the traditional degrees but if an option is given to the students to choose from certain options of traditional degrees and those related to various professions i.e. other vocational degrees. The present 4 years degree course started by the DU is even the better one where one gets the traditional degrees with certain vocational or employment oriented courses in the final year. We are of the opinion that the said 4 years degree course are good as having vocational orientation. Apart from the said degree course which is still in the nature of a pilot project being implemented for the very first time by the DU, we at our institution hereby propose to open certain other vocation oriented short term certificate or diploma courses. Ours is an area having highest population of SCs and OBCs having less education and low employability therefore we may propose the said kind of courses in the nature of tailoring, beautician, typing, horticulture etc. Such courses along with the graduate courses would definitely increase the employability of the pass out students.

(b) **Increased learning outcomes of the students:**

For increasing the learning outcomes of the students of the region the government is already having a very attractive scheme of providing scholarships for the students from different underprivileged and

marginalized sections of the society. Apart from this the employability of the course work is a must which can certainly attract students in more numbers.

(c) Obtaining autonomous institution status within 2 years: It is purely a state government discretion to grant autonomy to a college.

(d) As we have already applied for accreditation of our courses vide letter no. NAAC/E&NER-HKA/CHCOGN19749/LOI/2013, therefore we are sure to achieve this target within a limited time frame for both UG and PG programs.

(e) Implementation of academic and non-academic reforms:

So far as the academic reform is concerned the RUSA document emphasizes upon the introduction of semester system at all levels of higher education based on experiences of Europe and America. The benefits of the system being enlarged curricula space, enhanced opportunities for learning etc. Since these reforms are beyond our jurisdiction as it is for the universities to respond to. We on our part are in a position to accommodate ourselves to the said system if need be. In the line of academic reforms we propose to open the research centres for certain other field of studies like Botany, Zoology, and Psychology etc.

For the purpose of non-academic reforms we are in a dire need of improving the skills of laboratory technicians and library staffs to prepare them work more efficiently. For implementing such non-academic reforms we may organize technical training programs for laboratory technicians at regular intervals. Library staffs can also be trained so as to acquaint them with the niceties of book keeping and other library tasks.

(f) Improving interaction with industry:

Ours being a highly industrial area has more job opportunities for the youths of all the levels. Though we already have a placement cell yet we require improvement in interaction with industry for the purpose of generating more employment for our students passing out of UG and PG courses. Once we arrange for the required vocational courses along with UG and PG our students would be in a position to serve the industry in the desired way. For the said purpose we shall devise a plan for interaction of people from various industries and students from different curricula.

(g) Enhancement of research and consultancy activities:

As has already been proposed to open certain new research centres in remaining required field of studies, we would plan to enhance activities of the research scholars in the field of Seminars and Workshops to enhance their skills. We would encourage them to contribute in the area of writing Articles and research related publications in various renowned national and international refereed journals. For the advanced research work we would propose to enrich our libraries with more latest and required reference books of importance. We would also advise and encourage the research scholars to take up various needful and purposeful empirical tasks as a part of their research work.

We are also having a very meaningful and necessary plan to open Legal Aid and Human Rights Cell as a part of our existing Law Faculty to serve the needy of the region. With these two we may run consultancy programs for those who need the required counselling. Those who will serve these in extra hours may be provided with certain extra remuneration for that.

2.5 The Scholarship program of the state government is a step in the right direction. It is aimed at enhancing the Gross Enrolment Ratio of the marginalized sections like SCs, STs and OBCs. Apart from this very pious step the academic performance of the students from these sections also needs to be improved then

only the sole aim of employability can be achieved. For this we can have extra remedial classes for such students who feel the need. Such steps would definitely increase the transition rate and pass rate of such students.

Certain skill development programs can also be organized to equip such students with the required necessities of competitive world. In this respect we may organize various tutorials for Maths, Reasoning, English, and General Studies etc. We can also have special personality enhancement programs aimed at improving the persona of the prospective professionals. Seeing the importance and demand of the market we may also give special emphasis on English speaking course in our institution for such students apart from other students also. Such proposed steps would increase the employability of the students from underprivileged and marginalized sections of the society.

2.6 For the purpose of strengthening of existing PG programs we are very much in the need of required faculty members for which various posts are still lying vacant. We are short of required number of laboratory technicians and laboratory assistants in some of the departments. We require more up to date and well-furnished laboratories in almost all the departments of Faculty of Science.

We are proposing to open certain necessary courses at PG level for which the desirous students have to go to distant places. Such PG courses are MSc in Botany, Zoology, Bio-Technology and Microbiology.

2.7 Summary of Training Needs Analysis:- While analyzing the training needs of our faculty we have come across the fact that most of the teachers are in the habit of teaching in their very traditional way which sans latest knowledge and current advanced ways of teaching. They are even lacking in the various research methodology which are now part and parcel of the new curricula for research made mandatory by the UGC. Some of the faculty members are even lacking in advanced qualifications like M.Phil and Ph.D. They are less desirous of taking part in Seminars and Workshops of importance.

Faculty Development Plan for the first 18 months:- Based on the above made training needs analysis a Faculty Development Plan has been made. The traditional style of teaching is to be honed with the substitution of advanced pedagogy. Teachers should be acquainted with the standard ways of teaching methods having far reaching impact on the learning ability of the students. With the passage of time new developments are imminent in almost all the fields of study. Therefore it is a must for the teachers involved especially in higher education to keep themselves up to date and aware of all the latest developments. For this purpose we may organize teacher training programs at certain intervals. Since the area of research is to be especially taken care of for bringing our institution at par with other institutions of excellence, therefore we may propose to conduct training programs for our teachers of various faculties to hone their skills in the field of conduction research. They are also needed to be acquainted with the latest research methodology which has now become necessary for newly enrolled research scholars by the UGC. In this way we can develop our faculty and prepare them for ushering into the new era of academic excellence consequently improving the employability of our students.

2.8 Action Plan for training technical and other staff in functional areas- So far as advancement in the workability of the technical staffs is concerned we are proposing to conduct technical training programs at certain intervals for our laboratory technicians and laboratory assistant. With the establishment of computer lab we will also be in a position to conduct training program for improving their computer skills. Other staffs of the institution may also be trained in the required field of computer skills. They may also be trained or acquainted with the knowledge of accountancy and latest rules and regulations and even the legislations enacted by the state legislature and the union parliament for academic purposes.

- 2.9 Relevance and Coherence of Institutional Development Proposal with State's/National Industrial/Economic Development Plan-**It is indeed a known fact that with the advancement of human resource of a state the state also advances. Since the main emphasis of the RUSA is to advance the academic institutions and consequently increase the employability of the students also those from the marginalized sections of the society, therefore such advanced and technically sound human resource would definitely be in a position to add to the development of the state. Presently the state government is trying hard to open institutions in most of the fields of study in various parts of the state. The sole aim being that the people of the state can learn about different fields of knowledge while remaining within the periphery of their state without going to far flung areas of the country. At present in most of the technical fields we have to bring people from other states to run our organisations at higher positions. In academic field also situation is more or less the same. If we get success in advancing our institutions and faculty members up to the level of other institutions of excellence in our country then also our students would be in a very satisfactory situations to occupy various higher positions. Eventually all these plans are prone to advancing the human resources and economy of the state.
- 2.10 Participation of departments/faculty in the IDP preparation-**For the preparation of such an ambitious plan for our institution the participation of faculty members from all the departments have been commendable. While SWOT analysis also, apart from signifying the strengths they openly presented the weaknesses and possible ways of improvement. The opportunities lying in the region especially in the industries in the area were also discussed at length. In the thorough preparation of the Institutional Development Plan the participation of all the teachers and some of the non-teaching staffs have been really appreciable without whom preparing such a highly ambitious and visionary plan would not have been possible.
- 2.11 Institutional project implementation arrangements with participation of faculty and staff-**Since the present plan which has been prepared in the form of a proposal is the result of full co-operation of the faculty members of the institution therefore all will participate in the full and result oriented implementation of the same. We have a plan to distribute the project among all the faculties for efficient implementation. We are also of the view to hold meetings at certain intervals to assess the progress of the implementation of the project at different levels.

2.12 Provide an Institutional project budget as per table below:

Institutional Project Budget (this is meant for existing institutions)

(Rs. in Lacks)

S No	Activities	Project Life Allocat ion	Financial year				
			2012- 13	2013- 14	2014- 15	2015- 16	2016- 17
1	Infrastructure						
	1.Modernization and strengthening of laboratories	55.00	35.00	5.00	5.00	5.00	5.00
	2.Establishment of new laboratories for existing UG and PG programs and for new PG programs	60.00	40.00	5.00	5.00	5.00	5.00
	3.Modernization of classrooms	40.00	8.00	8.00	8.00	8.00	8.00
	4.Updation of Learning Resources	5.00	1.00	1.00	1.00	1.00	1.00
	5.Procurement of furniture	20.00	4.00	4.00	4.00	4.00	4.00
	6.Establishment/Upgradation of Central and Departmental Computer Centers	50.00	30.00	5.00	5.00	5.00	5.00
	7.Modernization/improvements of supporting departments	-	-	-	-	-	-
	8.Modernization and strengthening of libraries and increasing access to knowledge resources	200.00	100.00	25.00	25.00	25.00	25.00
	9.Refurbishment (Minor Civil Works)	20.00	4.00	4.00	4.00	4.00	4.00
2	Research and development support						
	1.Providing Teaching and Research Assistantships to increase enrolment in existing and new PG/Ph D programmes.	10.00	2.00	2.00	2.00	2.00	2.00
	2.Provision of resources for research support	5.00	1.00	1.00	1.00	1.00	1.00
	3.Enhancement of R&D and institutional consultancy activities	10.00	-	-	-	-	-
3	Faculty Development Support						
	1.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	25.00	2.00	2.00	2.00	2.00	2.00
4	Institutional reforms						
	1.Technical assistance for procurement and academic activities	10.00	6.00	1.00	1.00	1.00	1.00
	2.Institutional management capacity enhancement	-	-	-	-	-	-
5	Academic support						
	1.Creation of new departments/courses	200.00	100.00	25.00	25.00	25.00	25.00
	2.Enhanced Interaction with Industry	2.50	0.5	0.5	0.5	0.5	0.5
	3.Student support activities	25.00	5.00	5.00	5.00	5.00	5.00
6	Others(OUT DOOR STADIUM)	500.00	100.00	100.00	100.00	100.00	100.00
	TOTAL	1252.50	446.50	201.50	201.50	201.50	201.50

2.13 Provide the targets against the deliverables as listed below

Indicator	Weightage	Present status	Target status	Present Rating	Target Rating	Present Score	Target Score
GOVERNANCE QUALITY INDEX -16%							
% of Faculty Positions vacant	2.0%	(17/41) 41.46%	(00/41) 00%	-	-	-	-
% of Non-permanent faculty	4.0%	(12/41) 29.26%	(00/41) 00%				
% of Non-teaching staff to teaching Staff	3.0%	(20/23) 86.95% (36/41) 87.80%	(00/23) (00/41)				
Total no of under graduation programs	1.0%	04	06				
Total no of post graduation programs	1.0%	13	15				
Total no of doctoral programs	1.0%	04	07				
Faculty appointment - turn around / cycle time in months	2.0%	Yearly Basis	As per govt rule				
Delay in payment of monthly salary payment of faculty	2.0%	NO	NO				
ACADEMIC EXCELLENCE INDEX- 21.5%							
Delay in exam conduction and declaration of results	3.5%	N.A.	N.A.				
Plagiarism Check	1.0%	NO	NO				
Accreditation	4.0%	In Progress	Completed				
Teacher Student ratio	4.0%	1:22	1:15				
% of Visiting professors	1.0%	NIL	10%				
%of graduates employed by convocation	0.5%	N.A.	N.A.				
% Number of students receiving awards at National and International level	0.5%	0.03%	4%				
% of expenditure on Library, cyber library and laboratories per years	1.0%	5.53%	6.46%				
Ratio of expenditure on teaching staff Salaries to non-teaching staff salaries	1.0%	(22516335/6016904) = 3.74	(26710131/7023805) =3.80				
% of faculty covered under	1.0%	30%	100%				

pedagogical training							
% of faculty involved in 'further education'	0.5%	11%	17%				
Dropout rate	1.5%	51%	00%				
No of foreign collaborations	1.5%	NIL	5%				
Subscription to INFLIBNET	0.5%	NIL	100%				
EQUITY INITIATIVE INDEX- 12.5%							
Sc Student%	3.0%	25.56%	50%				
ST Student%	3.0%	3.63%	20%				
Gender Parity	3.0%	504(F)/ 507(M)	EQUAL				
Urban to Rural Strident population	2.0%	307(U)/ 710(R)	EQUAL				
Existence of CASH	0.5%	YES	YES				
Existence of Social Protection Cell	0.5%	YES	YES				
Language assistance programs for weak students	0.5%	YES	YES				
REASERCH AND INNOVATION INDEX-24%							
Per-faculty publications	2.0%	02	10				
Cumulative Impact Factor of publication	3.0%	NIL	NIL				
H Index of scholars	2.0%	NIL	GOOD				
% of staff involved as principal researcher	1.0%	25.92%	50%				
% of research projects fully or more than 50% funded by external agencies, industries etc	2.0%	NIL	50%				
Total no of patents granted	1.0%	NIL	20%				
% of faculty receiving national/international awards	1.0%	NIL	4%				
% of research income	1.0%	NIL	NIL				
Doctoral degrees awarded per academic staff	1.0%	13/41	41/41				
% doctoral degrees in total number of degrees awarded	3.0%	31.70%	100%				
% expenditure on research and related facilities	1.0%	05%	30%				
Digitization of Masters and Doctoral thesis	0.5%	NIL	70%				
UPE/CPE	3.5%	NIL	NIL				

% of Income generated from non-grant Sources	2.0%	29.36%	50%				
STUDENT FACILITIES - 15%							
No of new professional development programs	1.0%	NIL	30%				
Existence of Placement Cells and Placement Policy	1.0%	YES	YES				
% of expenditure on infrastructure maintenance and addition	3.0%	2.5%	100%				
Availability of hostel per out-station female student	3.0%	YES	YES				
Availability of hostel per out-station male student	2.0%	NO	NO				
% of students on scholarship	2.0%	79%	ACHIEVED				
Average scholarship amount per student	1.0%	4300	ACHIEVED				
Student Experience Surveys	1.0%	27	70				
Graduate Destination Surveys	1.0%	421	100%				
Infrastructure and Others- 11%							
% income generated from training courses	1.0%	NIL	IMPROVED				
% Income generated from consulting	1.0%	NIL	IMPROVED				
Infrastructural sufficiency	3.0%	INSUFFICIENT	SUFFICIENT				
Computer coverage	3.0%	AVERAGE	BETTER				
Internet connectivity of Campus	3.0%	POOR	BETTER				
	100.0%						

Project Targets for Institutions

14 Action Plan for ensuring that the Project activities would be sustained after the end of the Project

:-Once the project comes to its conclusion we would be in a position to compare ourselves with at least those institutions which are of excellence within our country if not with international institutions of excellence. Then after the end of the project it would be our responsibility to continue with the acquired state of advancement in all the fields of study. We would make all the departments responsible to sustain the project activities even after the end of the present project. Because of being the Principal government college of the district and also the harbinger of the project it would be incumbent upon us to act like a responsible institution in this regard.

Evaluation of institutional Development Proposals (IDP)

S.No.	Evaluation Parameters	Total	Marks Obtained
1	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 anti 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		
E	Reasonability of proposed budget	5	
	Sub-total (1)	40	

INSTITUTIONAL DEVELOPMENT PLAN



GOVT. T.C.L. P.G. COLLEGE

JANJGIR, JANJGIR-CHAMPA, CHHATTISGARH

(Affiliated to Atal Bihari Vajpayee Vishwavidyalaya, Bilaspur, Chhattisgarh)

UGC Code- 201050

AISHE Code- C-22319

E mail : tcpgcollege@gmail.com
website: www.govttcpgcollege.ac.in

(PERSPECTIVE PLAN, ANNUAL PLAN FOR ACADEMIC SESSION 2017-18 TO 2021-22)

INSTITUTIONAL DEVELOPMENT PLAN

Basic Information:

Name of the College: Government T.C.L. P.G. College, Janjgir, Janjgir-Champa, Chhattisgarh

Date of Establishment: 19.09.1958

Name of the Head of Institution: Dr. S.K. Agrawal

Designation: Principal (In-charge)

Address of the College: Khokhra Bhata, Janjgir, Distt. - Janjgir-Champa, Chhattisgarh, 495668

E-mail: telpgcollege@gmail.com

Website: <http://www.govttelpgcollege.ac.in>

Nature of the College: Government

Name of Affiliating University: Atal Bihari Vajpayee Vishwavidyalaya, Bilaspur, Chhattisgarh

Recognition under Section2(f) and 12B of UGC Act: 26.08.1972

Academic Information:

UG/PG/PhD Programmes offered in Academic Session 2017-18

Sl. No.	Programme	Duration	Sanctioned Seats	Total Students
1	B.A., B.Sc., B.Com., LL.B.	3 Years	2580	1849
2	M.A., M.Sc., M.Com., LL.M.	2 Years	1120	609
3	Ph.D. (Chemistry, Sociology)	2 Years	08	00

Number of Recognised Research Guides: 02

Number of Teachers with Ph.D.: 16

Number of Teaching Staff by Employment Status (Permanent/Temporary):

Male	Female	Transgender	Total
16	13	0	29
8	1	0	9



Number of Non-Teaching Staff:

Male	Female	Transgender	Total
15	2	00	17

Number of Students Details:

Male	Female	Transgender	Total
1400	1058	00	2458

Baseline Data of the College:

Sl. No.	Parameters	Academic Session 2017-18
1.	Total Strength of Students in all Programme	2458
2.	Total Female Students in all Programmes	1058
3.	Total SC Students in all Programmes	400
4.	Total ST Students in all Programmes	45
5.	Total OBC Students in all Programmes	737
6.	Number of Fully functional computers available for students	45
7.	Total number of textbooks and reference books available in library	53789
8.	Student- Teacher Ratio	82:1
9.	Percentage of Students Placed through campus interviews in the latest completed academic session	0
10.	Number of research publications by teachers in refereed journals in the latest completed academic session	29
11.	Number of research publications in international refereed journals in the latest completed academic session	0
12.	Number of Patents filed in the latest completed academic session	0
13.	Number of sponsored research projects completed in the latest completed academic session	0

Executive Summary of the Institutional Development Proposal:

As per the requirements of the targets of Rashtriya Uchchar Shiksha Abhiyan i.e., RUSA the institution has prepared a five-year plan for the improvement and augmentation of infrastructure, improvement of the GER of the region, enhancing the overall quality of the academics and also increasing the employability of the pass out students. The majority of the population consists of marginalized sections of the society and are lacking quality education, academic amenities. The priority wise action plan is made after a thorough assessment of the situation of the institution. The strategy adopted for institutional development would be a priority wise completion of all the tasks related to infrastructure building, opening of new and required departments, laboratories, computer lab., well equipped library, conducting of vocational training along with preparatory classes for various competitive examinations etc.

Requirement of Infrastructure: Seeing the lack of class rooms specially for PG classes there is a dire need for New PG Building. In absence of the said basic requirement there is very much problem in conducting daily classes. We again propose for office buildings for NCC, NSS, Red Cross Society, Legal Aid Clinic, Human Rights Cell, Moot court facility etc. There is a dire need for the extension of



Laboratory facilities. Separate laboratory for Psychology department is very necessary. New Toilets are required for Staffs which is still lacking. Central Library Extension is also planned for the better functioning of the library in such a leading college. Departmental Library Extension is also required due to more departments opting for Research Centre in the time to come. There is also need for extension of Office Area as the present condition of the office is very congested. Botanical garden is very necessary for the students of the concerned subject. Boundary wall is proposed to be constructed around the ground of the college area covering the whole area widely. A Separate Boundary wall is a must specially for the girls' hostel. Maintenance of the existing water body (Pond) is also in the action plan for improving the greenery and improving the overall environment of the college. Cycle stand and stand for other vehicles is also very necessary for the students and the staff.

New Departments, Programmes and Research Centres: There is a proposal to open new departments like Geography, Programmes at PG level in Botany, Microbiology, Bio technology, Sanskrit, Research Centres in the subject of Commerce, Chemistry, Law, Political Science, English etc. Preparatory Classes for various Competitive Examinations are also to be started with the help of all the departments for increasing the employability of the pass out students.

SWOC Analysis:

Methodology adopted- The analytical and empirical methods have been adopted while assessing the strength, weakness, opportunities and Challenges before the institution.

Strengths: The institution being the lead college of the district has the main strength in the nature of the number of students enrolled into various programmes. So far as the resources are concerned barring some, we have comparatively more resources than other government colleges of the area. We have comparatively more efficient teaching staffs. Altogether we are in a position to implement such projects in our institution with efficacy and precision.

Weaknesses: This institution is behind most of the good institutions of the region and the state. At the country level it is not at par with most of the national institutions. There are no PG programmes in many of the core science subjects and some arts subjects which have been proposed earlier. We are lacking in infrastructural base like sufficient class rooms, well equipped laboratories, other infrastructural requirements etc. The establishment of a separate E-library is also very much required for keeping the students and teachers abreast of those having these facilities.

Opportunities: The area is having many industries and there are innumerable opportunities in the agricultural field as the state is called 'dhan ka katora' and this district has the credit of cultivating highest food grain. The state government has proposed to open about 38 new power plants in the district. Therefore, the people and students are going to get innumerable opportunities of different nature. Therefore, it is the proper time to be prepared and for us to gird up for preparing our students in the right direction otherwise the competent persons from outside will grab the opportunities.

Challenges: There are innumerable challenges being faced by the institution due to its locational aspect and infrastructural inadequacy. The region is having less quality educational institutions because of which it has become the responsibility of this lead college of the district to take steps in this direction. The proposal is to enhance the infrastructure, teaching strength and more courses which are not available in the district. The students are from different socio-economic backgrounds and are mostly involved in the area of farming throughout the year therefore it becomes less possible for many of the students to devote full time in their academic activities. The goal of imparting regular and quality education to the needy students is a bigger challenge before the institution. Lack of placement facilities



and a smaller number of students being employed per year is also a challenge to be tackled by the institution. Creation of facilities and environment for more employability has been taken as a challenge by the faculties and administration.

Action Plan for Improving the GER and Employability of Students: There is a plan to conduct various workshops in the nearby higher secondary schools to encourage the students to take up higher education and dream big through their higher studies. It is the right time when even the UGC is feeling it quite necessary to devise some sort of programmes to substitute the present existing traditional degrees with those having some features of employability. Though it will not at all be wise enough to totally replace the traditional degrees but is an option is given to the students to choose from certain options of traditional degrees and those related to various professions i.e., other vocational degrees. The present 4 years degree course started by the DU is even the better one where one gets the traditional degrees with certain vocational or employment-oriented programmes in the final year.

Action Plan for increasing learning outcomes and obtaining Autonomous institution status: There is a mentor-mentee scheme by which all the students are mentored related to their academic and stress related grievances. The institution has a plan to separate the students into advance and slow learners. The slow learners are specially looked after and several steps are taken to increase the learning level of those who are categorised as slow learners. The advance learners are trained to achieve higher goals of life by dreaming higher. The regular satisfactory performance of the institution will certainly make it eligible for the autonomous status.

Improving interaction with industry: The district has many industries and other industries are also established around this district. This creates opportunities for the students. The institution may have MoU with such industries where the students can have on site field visit and practical experience of the process.

Action Plan for Training laboratory assistants, office staffs etc.: So far as advancement in the workability of the technical staffs is concerned, we are proposing to conduct technical training programs at certain intervals for our laboratory technicians and laboratory assistants. The staffs may be trained in the field of computer awareness, self-assessment of IT, etc.

Institutional Project Budget (this is meant for existing institutions)

Sl. No.	Activities	Project Life Allocation	2017-18	2018-19	2019-20	2020-21	2021-22
1	Infrastructure						
	Modernization and strengthening of laboratories	16	2	3	3	4	4
	Establishment of new laboratories for existing UG and PG programmes and for new PG programmes	28	9	9	10	0	0
	Modernization of classrooms	14	2	3	3	3	3
	Updation of Learning Resources	5	1	1	1	1	1
	Procurement of Furniture	16	5	5	2	2	2
	Establishment/Upgradation of Central and Departmental Computer Centers	22	5	5	4	4	4



	Modernization/Improvements of supporting departments	10	2	2	2	2	2
	Modernization and strengthening of libraries and increasing access to knowledge resources	7	2	2	1	1	1
	Refurbishment (Minor Civil Works)	12	3	3	2	2	2
2	Research and development support						
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG/PhD programmes	15	3	3	3	3	3
	Provision of resources for research support	10	2	2	2	2	2
	Enhancement of R&D and institutional consultancy activities	13	3	3	3	2	2
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	15	3	3	3	3	3
4	Institutional Reforms						
	Technical assistance for procurement and academic activities	10	2	2	2	2	2
	Institutional management capacity enhancement	10	2	2	2	2	2
5	Academic Support						
	Creation of new departments/courses	16	4	4	4	2	2
	Enhanced Interaction with Industry	5	1	1	1	1	1
	Students support activities	15	3	3	3	3	3
6	Others (Out Door Stadium)	700	500	50	50	50	50
	TOTAL	939	554	106	101	89	89

Evaluation of Institutional Development Proposals (IDP):

S. No.	Evaluation Parameters	Total	Marks Obtained
	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 SWOC 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 SWOC analysis		
	1. Appropriateness for the procedure adopted for the conduct of SWOC analysis anti 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		
E	Reasonability of proposed budget	5	
		40	
	Sub-total (1)		


Principal
 Govt. T.C.L. P.G. College
 Janjgir, Chhattisgarh

