GOVT. ARTS AND SCIENCE COLLEGE, RATLAM

(IDP)
INSTITUTIONAL DEVELOPMENT PLAN

Under the Quality Improvement Project *of*

Higher Education Madhya Pradesh

Supported *by* the World Bank

To be submitted to

Department of Higher Education,
Government of Madhya Pradesh

Submitted by

GOVT. ARTS AND SCIENCE COLLEGE, RATLAM

Table of Contents

TITLE	PAGE NO.
Institutional Profile	2
Institutional Development Plan – Basic information of the Institute	3
Vision	4
Mission	4
Gap Analysis	6
Self-Assessment for Need Analysis	11
Financial Reports	20
Goals	21
Detailed Description of Goals	21
Year wise Activity Plan (Description of Milestones and Activities)	24
Institutional Project Budget	41
Overall Institutional Performance Targets	42
Implementation Plan	43
Measures to ensure Sustainability	44
Bridging the Resource Gap	45

INSTITUTIONAL PROFILE

Government Post Graduate Arts and Science College, Ratlam marks its prominence as a centre of learning and research in the entire district as well as in the jurisdiction of the Vikram University, Ujjain. Government College, Ratlam was originally designed as a school building. In the early fifties it rose to the stature of an Inter College and in the late fifties along with the making of Madhya Pradesh, it came into being as Degree College. In 1962 the college attained the position of a Post Graduate College. The college shaped out the Girls Degree College in 1971 and, the College of Commerce in 1983. It is not an autonomous institution and is run as per the rules and regulations circulated by Government of M.P and Vikram University, Ujjain. It has been declared as a leading College of Ratlam district in 1999. Currently the college provides education in the two faculties – Arts & Science. It runs post graduate programs in 16 subjects. Government P.G Arts & Science College, Ratlam has gained recognition in this region for the professional honesty and competence of the faculty members. Seventy-four posts of teachers have been sanctioned to this college. At present 44 regular teachers are working Guest faculty temporarily serves remaining vacant posts. To assist the administration and teaching staff, 45 non teaching employees have been working in this college. The annual budget of this college is more than 6 crore rupees. The college has a very rich library in which there are more than 85,000 books of various subjects. It subscribes almost all the main magazines and newspapers. The college also has a computer lab which has 40 computer systems. Nine departments of college are actively engaged in supervising research students. In 2016 UGC has been provided the status of College with Potential for excellence CPE) to the college. College has also accredited by NACC with B+ grade having CGPA of 2.67.

INSTITUTIONAL DEVELOPMENT PLAN

BASIC INFORMATION OF INSTITUTE	
Name of the Institution	Government P.G. Arts & Science College, Ratlam
The regulatory body approving the institution	Department of Higher Education GOVT. OF MP
Furnish approval no.	
Type of Institution(Govt. /Govt. aided/Private unaided /Self-financing/ Any Other)	Govt.
Status of Institution	Non-Autonomous
Name of Head of the Institution	Dr. Sanjay Wate
Details of M.P. Higher Education Strategic Planning Project Nodal officers	

Head and Nodal Officer	Name	Phone Number	Mobile Number	E-mail Address
Head of the Institution (Full time appointee)	Dr. Sanjay Wate	07412-235149	9893755677, 7000288335	sanjaywate@gmail.com
IDP Institutional Coordinator	Dr. Vinod Kumar Sharma	-	9229439219	vinodsharma1611@yahoo.in
IDP Institutional Associate Coordinator	Dr . Riyaz Mansoori	-	9424020936	rizelu57@gmail.com
Coordinator for Academic Activities	Dr. Bhawana Deshpande	-	8989466499	bhavnadeshpande@yahoo.com
Coordinator for Financial aspects Implementation	Dr .Y.K.Mishra	-	9425355727	mishra.yashwant@rediffmail.com
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Coordinator for Procurement	Dr .Y.K.Mishra		9425355727	mishra.yashwant@rediffmail.com
Coordinator for Equity Assurance Plan Implementation	Dr .S.S.Mourya		8839152660	ssmourya832@gmail.com
Coordinator for Access	Dr .S.S.Mourya		8839152660	ssmourya832@gmail.com
Coordinator for Excellence/Quality	Dr. Bhawana Deshpande		8989466499	bhavnadeshpande@yahoo.com
Coordinator for Employability	Dr . Swati Pathak		9827743744	

Vision

The College seeks to become a centre of excellence in higher education so provide quality education and to bring about changes in the life of the tribal and the downtrodden through value based education and prepare the students for leadership roles and inclusive growth of the nation.

Mission

- Provide quality education to underprivileged sections of the society.
- Facilitate students to develop professionals and skills to enhance the employability.
- Impart leadership qualities to face new challenges.
- Promote the use of advanced technology for teaching as well as learning process.
- Encourage the faculty and students to peruse academic excellence.
- To inculcate the culture of time and work consciousness.
- To acquire higher grade by accredited council.
- Stress the importance of human and ethical values
- Thrust on creativity, innovations and generation of new knowledge,
- Interaction with industry and collaborations with top-tier institutions.

SWOC Analysis

Strengths:

- Qualified faculty.
- Big eco-friendly campus of 24 acres.
- Government College.
- Oldest and lead college in the District.
- UGC provided status as a College with Potential for Excellence.
- 78 % students belong to reserve category.
- 16 PG departments including 5 self-finance departments.
- 8 Faculty members are registered research guide & 6 departments are recognized research centres.

Weaknesses:

- Many vacancies in the permanent positions.
- Lack of adequate communication skills in English and Mathematics among students.
- Absence of formal consultancy.
- College does not have any MoU/collaborations with academic institutions or industry.
- Low transit rate of students.
- High dropout Ratio.

Opportunities:

- Possibility of introducing more add-on courses for the benefit of students.
- Ample scope for the use of ICT in teaching learning process.
- Starting of job-oriented courses.
- Strengthening of research facilities.

Challenges:

- Dependence on Government for recruitment of teachers and non-teaching staff.
- Improving the employability of students
- Improving student's attendance and reducing the dropout rate.

Gap analysis for understanding and aligning with DHE goals

1. Access

	Desirable Goals for the state	Present Performance in MP	Institute Present Performance	Gaps
Percentage of female students in the college	48%	40.83	31.10	16.90
Percentage of SC students in the college	16	19.08	13.20	2.80
Percentage of ST students in the college	20	6.84	37.12	-
Percentage of PHI students in the college	3		0.20	2.80
OBC students in the college	14	37.05	28.00	-
Other minorities /disadvantaged categories				

2. Enrolment

	Desirable Goals for the state	Present Enrolment in MP	Institute's Present Status	Gap
Under Graduate Increase in strength (enrolment)	Increase enrolment by 50,000 from present strength		1020	
Capacity utilization of sanctioned strength	90%	73%	90 %	
Post Graduate Increase in strength (enrolment)	Increase enrolment by 10,000		556	

3. Equity

		Institute Performance	No. of applicants in the college	Gaps
No. of students receiving Financial Support (scholarships, fees waivers)	No. of Male students(post metric scholarship)	1282	1282	
	No. of Female students	386+83(GKB)	469	
	No. of SC students	258	258	
	No. of ST students	884	884	
	No. of PHI students			
	No. of Rural students	39 (Aawagaman)+ (814)	853	

		Aawas		
Hostel capacity – No. of students that can be accommodated in hostels managed by the college	No. of Male students			
	No. of Female students			
	No. of SC students			
	No. of ST students			
	No. of PHI students			
	No. of Rural students			
	No. of students having access to Special Remedial Classes (specially organized for SC, ST, Rural)	NIL		
	No. of students having access to Special orientation sessions for SC/ST ,Rural	NIL		
	No. of students having access to Special Mentoring	NIL		
	No. of students having access Special Counselling	Students are counselled by teachers in the class and special lectures organized by career guidance cell		
	No. of students having access to Book Banks			

4. Excellence

- **For Male Students**

	Desirable Goals for the state	**Present Performance in MP**	**Institute Performance**	**Gaps**
On time graduation UG	50%	25%	22%	28%
Transition rate from 1st yr to 2nd yr UG	60%	19%	34%	26%
On time graduation PG			40%	-
Transition rate from 1st yr to 2nd yr PG			42%	-

- **For Female Students**

	Desirable Goals for the state	**Present Performance in MP**	**Institute Performance**	**Gaps**
On time graduation UG	50%	38%	35%	15 %
Transition rate from 1st yr to 2nd yr UG	60%	38%	60%	-
On time graduation PG			53%	-
Transition rate from 1st yr to 2nd yr PG			56%	-

- **For OBC Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG			17%	
Transition rate from 1st yr to 2nd yr UG			33%	
On time graduation PG			39%	
Transition rate from 1st yr to 2nd yr PG			42%	

- **For SC Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG	40%	26%	15%	25%
Transition rate from 1st yr to 2nd yr UG	45%	21%	30%	15%
On time graduation PG			36%	
Transition rate from 1st yr to 2nd yr PG			38%	

- **For ST Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG	35%	19%	13%	22%
Transition rate from 1st yr to 2nd yr UG	25%	10%	33%	-
On time graduation PG			44%	
Transition rate from 1st yr to 2nd yr PG			46%	

- **For Other Minority Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG			Not available	
Transition rate from 1st yr to 2nd yr UG			Not available	
On time graduation PG			Not available	
Transition rate from 1st yr to 2nd yr PG			Not available	

- **Other Parameters –**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps

Accreditation by NAAC	Preferably all colleges		NACC Accredited B+ Grade with CGPA2.67	
Autonomous status			No	
Training programme for faculty and principals	All colleges should arrange for the same		No	
Existence of IQAC	All colleges to establish the same		College has functional IQAC which works on the guidelines of NACC since 2010	

5. **Employability**

	Desirable Goals for the state	**Present Performance in MP**	**Institute Performance**	**Gaps**
Existence of a system for tracking students for six months after completion of their education.	Available in all colleges		No formal tracking system exists	
Placement facilities on campus UG	Available in all colleges		Available in college through SVCMY. Career fair is organising every year.	
Placement facilities on campus PG	Available in all colleges		Available in college through SVCMY	
Counselling of students desirous of pursuing Higher Education UG to PG	Available in all colleges		Available in college through SVCMY	

6. Governance Systems

	Desirable Goals for the state	**Present Performance in MP**	**Institute Performanc e**	**Gaps**
Publishing annual report in prescribed format	All colleges should be compliant	30%	Yes	
Satisfaction Survey conducted for 1. Students 2. Faculty	All colleges should conduct survey for all the stakeholders		Not conducted	

3. Other employees				
Satisfaction scores of the Survey conducted 1. Students 2. Faculty 3. Other employees	80% 80% 80%		No	
Accounting software (common) with uniform chart of accounts	Should be present in all colleges		Not available	
All accounting positions to be filled with qualified persons	All colleges should be complaint		Concerns with DHE	
Responding to all audit objections	All colleges should be complaint	50%	College maintains proper accounts and only few audit objections are raised during audit by CA and Govt. Agencies. The college properly respond to their quarries /objections	
Monitoring and Evaluation of Infrastructure	Should be present in all colleges		Principal IQAC and concerning committees.	
IT portal	Present in all colleges		The college maintains and updates its website.	
Full time staff in PD	Present in all colleges		No	
Providing complete AISHE data	All colleges should provide complete data		Yes	

Buildings:

1 Administrative block
2 Science Building
3 Library
4 Computer science Department
5 Arts block
6 Botany department
7 Zoology department
8 Sports complex
9 Cultural Hall

Note on Gap Analysis:

- The details provided under desirable goals for the state is only indicative based on our assessment /estimate.
- Present performance in MP is to be assessed by you if not provided. If the same cannot be assessed, please leave it blank.
- Institute performance is for the enrolment in the year 2015.
- On time graduation for UG students implies the percentage of total no. of UG students enrolling in year 2012 (in I year) passing out in year 2015.

Self-Assessment for Need Analysis

2.1. Curriculum Excellence

Sl. No.	Description	
1	When the curriculum was updated last?	Year:2017-18
2	How frequently (time duration) the updating is done?	3 to 4 years
3	Does the curriculum include A. Skill development B. Enhancing Employability C. Generating interest among students for learning higher courses D. Any other, Please Specify.	Career Guidance Cell every year organizes skill development courses for the students
4	Placement (2015-16) I. Percentage of students employed after completion of course II. Percentage of Students progressing to Higher Studies	Placement Cell exits but formal tracking system is not adopted. 20% students get admission in higher studies.
5	Ratio of student enrolment for each programme with the total enrolment.	B.A.- B.Sc.- M.A.- M.Sc.-

6	Mention the top five programmes opted by the students	(I)B.Sc. (II) B.A. (III) M.Sc. Chemistry (IV) M.Sc. Maths (V) M.A. Geography.

2.2. Pedagogical Excellence

Sl. No.	**Description**	
1	What are the teaching-learning systems currently followed in the institution? (for example, IT enabled learning, traditional method, Experiential method, Team Problem solving, etc.)	Mostly traditional chalk based and lecture method is followed. IT-enabled learning is provided in some classes for clear better understanding of few topics. Experiments are conducted in labs.
2	Whether practical orientation in relation to teaching- learning system is given to students?	Yes in practical subjects students conduct experiments in the labs for better understanding of core concepts taught in the theory classes.
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations etc.) used for teaching students?	Presentation and Survey tools used for teaching.
4	Does the institution conduct regular industry-academia interface? If yes, Mention the number during 2015-16	No
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc.) are adopted in the institutes?	Smart boards are used in PG science classes.
6	a. Does the Institute have the practice of collecting feedback from students? b. Does the institute implement the suggestions from students' feedback for improving pedagogy?	a) Yes. Institute have feedback system. b) Students feedback is analysed by IQAC. The suggestions for improvement of teaching –learning and basic facilities for the students are conveyed and implemented.

2.3. Academic Administration

Sl. No.	**Description**	
1	Does the institute have academic calendar for the year?	Yes
2	Does it follow academic calendar strictly?	Yes
3	Does the institute have following systems: a. Mentoring system b. Proctorial system c. Tutorial system d. Counselling system	 Yes Yes No Yes
4	Whether detailed lesson plans are given to students?	Yes
5	If yes, Is the lesson plan followed strictly?	Yes
6	What type of monitoring system is followed	Syllabus is uniformly divided in the

	for completing course within set timeframe?	academic session and teachers prepare day-wise teaching plan and maintain a day wise teaching diary, which is checked by the principal in the I$^{st\ week}$ of every month.
7	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute?	Monthly
8	What type of feedback system is used for appraising the performance of faculty members? a. 360 degree b. Students' feedback c. Self-appraisal d. CCR	Teachers get time –scale promotion base on confidential report of the principal regarding his/her performance.
9	Is the rating communicated to teachers for improvement?	No. The institute does not have any rating system for teachers. However students give their feedback twice in a year which is analysed by IQAC and conveyed to the teachers for improvement through principal.

2.4. Examination Reforms

Sl. No.	Description	
1	What type of examination pattern followed in the institution? a. Annual b. Semester c. Any other, Please specify	Annual –Ist year UG courses from2017-18 Semester system in UG 2nd , 3rd year and P.G. classes.
2	What is the question patterns followed for examinations? a. Objective b. Subjective c. Any other, Please specify	Objective, Subjective (very short, short and long questions type papers are followed.
3	Whether practical examinations are integrated with the examination system?	Yes.
4	Whether Case study/ presentation are part of the examination system?	Yes , presentation is one of the mode of CCE (continuous comprehensive evaluation)
5	What types of reforms are required in the present examination system?	College is affiliated to Vikram university Ujjain
6.	Is the examination system a continuous one? If yes, Please mention in detail	Yes CCE is conducted once in every Semester followed by theory examination.
7.	Is the evaluation system computerised?	No
8.	What is the days' gap between completion of examination and publication of result?	One month
9.	Should the gap be reduced?	No
10.	If Yes, Please suggest how?	Not applicable.

2.5. Infrastructural Development & Maintenance

Sl. No.	Description	
1	What type of expansion work is required for existing infrastructure?	Classrooms, Examination hall, Conference hall.
2	What type of modernisation/renovation works are needed for existing infrastructure? (viz. Laboratories, Library, Networking, Smart classrooms)	Library, Gym ,Laboratories, Smart Classrooms
3	Whether creation of a laboratory / centralized computing / instrumentation facility is required?	Yes
4	What type of sophisticated equipment's relevant to growth of different specializations are required by the institution?	FTIIR, HPLC, UV, CAF, Soil Testing, Water Testing.
5	What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc are required
6	What type of infrastructural development work is needed for making them accessible for differently-abled students?	Lift and Ramps
7	Does the institute maintain the academic and non-academic infrastructure areas?	Yes
8	What are the monitoring mechanisms followed for maintenances?	Committee of Construction and Maintenance.

2.6. Collaboration / Partnering with Knowledge and skill Hubs

Sl. No.	Description	
1	What steps have been taken by the institute to enrich the intellectual Capitals	Institute appoints guest faculty for self finance courses through Janbhagidari.
2	What steps have been taken to acquire best and improved administrative and technical acumen for the institution?	It is done through different working committees formed in a year by Principal.
3	What type of institutional/departmental collaborations the institution has with others?	Some faculty members have collaborations with other institutions in the field of research works.
4	Does the institution have Faculty Exchange Programme (National & International)?	No.
5	Does the institution have student exchange	No.

	programme (National & International)?	

2.7. Effective institutional governance

Sl. No.	Description	
1	Does the institution have duly constituted governing body? a. If yes, has it been approved? b. How frequently the Governing body meets? ☐ Yearly ☐ Biannually ☐ As and when required	Yes. It has been approved (Janbhagidari Committee) As and when required
2	Does the institution have E-Governance project (ERP & MIS) implemented?	Institution is governed by DHE and as per instruction MIS is followed every month.
3	How record keeping and data management is done in the institute?	Through registers, cash books, computers etc.
4	What type of library management system is there in the institute?	College library has Soul Software, inflibnet-Nlist membership.
5	What type of financial management and accounting system is followed in the institute?	College maintain accounts through ledgers, cash books, registers as per rule of Govt. of MP.
6	Does the institute have its own active website?	Yes

2.8. Stakeholders Involvement

Sl. No.	Description	
1	Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff?	Yes, the college has staff council, IQAC, Janbhagidari committee etc. Which involve teachers and staff through discussion seek their opinion and help in implementation.
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	Yes, parents give their suggestions for improvement of facilities and plan for proper implementation during meeting of Janbhagidari committee and PTM.
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	Yes, the college has Alumni association
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial	Yes, the institute nominated representative of students and alumni in IQAC and Janbhagidari committee is ensuring their

	affairs by involving Students?	participation in college management.
5	Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities?	Yes, public representative, administrative officers, distinguished citizens are members of Janbhagidari committee.

2.9. Creating Institutional Brand Image

Sl. No.	Description	
1	What steps taken by the institute for building brand image?	i) The institute has status of college with potential for excellence by UGC. ii) The institute has been accredited with B+(CGPA-2.67) grade by NACC in February 2017 iii) The institute is a recognized research centres in 6 various departments. iv) The Institute is lead college of Ratlam district. v) The college established E-library and subscribe to e- resources and journals through INFLIBNET.
2	Has the institute adopted any innovative practices to build the institutional brand image?	To provide quality education to the students of this region this has predominant population of marginalized and weaker sections.
3	Does the institute have any centre of excellence?	CPE status provided by UGC for the period of 2016-2021
4	What steps are adopted for promoting the institute as Centre of Excellence?	Expansion in access, increasing equity, employability of students and promotion of research, adoption of best practices in teaching and learning.
5	Whether multi-disciplinary approach is followed to build and nurture effective brand image?	No

2.10. Research & Development

Sl. No.	Description	
1	What are the research initiatives taken by the institute?	i) Various PG departments are recognized as Research Centres by University ii) Encourage faculty members to participate in seminars/ conferences.

2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	Yes, subject- wise thrust areas are as follows: maths-non-liner analysis, Fuzzy mathematics.
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	Faculty members have minor and major research project funded by UGC and MPCST.
4	Has the institute handled Inter disciplinary project?	No
5	Has the institute worked on student research project?	No
6	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences, Seminars, Symposiums, Workshops, and initiation of academic exchange programs? If yes, give details.	155 Papers in national journals and 121 papers in international have been published in last five years. Several faculty members presented papers in National/ International conference and delivered invited talk in National /international conferences.
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	Infrastructural facilities are provided to faculty members. Duty leaves are granted for presenting paper or delivered talk in seminars and conferences. Duty leave are granted for library consultation during research project.

2.11. Social Outreach Programmes

Sl. No.	Description	
1	What are social outreach activities the institute is involved with? Provide details.	Social outreach activities for students are conducted by the NSS and Youth Red Cross units of the college with participation of all the faculty members.
2	Is there any community/peripheral development programme organised by the institute? If yes, mention details.	The college has adopted a village in the neighbourhood for rendering community services.
3	Does the students participate in sports activities (State/National/International)? Provide details.	Students participate in sports, games, cultural and extra- curricular activities at local, university and state level and some have won prizes.
4	Does the students involve with organisations like NSS/NCC/Red Cross?	YES. College has two NSS, NCC units one for boys and other for girls and a Red Cross Unit.
5	Are the students given training on self-defence, Yoga & Meditation to augment their physical and mental fitness?	Yes. Yoga for all students and Judo for girls only.

2.12. Monitoring and Evaluation

Sl. No.	Description	
1	Does the present administration, academic and financial system need monitoring and development for flawless implementation?	Yes
2	Does the institute have IQAC cell? If yes, State the major functions of the cell.	Yes .The major functions of IQAC are: i) Updating infrastructure and procuring latest equipment in labs for quality teaching and learning ii) Receiving feedback from students twice in a year, analysing the same and communication to teachers with suggestion of improvement. iii) Conduction of PARENTS Teacher meetings iv)Help in NACC accreditation v) Conduction of meeting of Alumni Association vi) Preparation a long term perspective plan for future development of college.
3	Give details of number of meetings held by IQAC for last 3 years.	6 Meetings held in last 3 years.
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	Academic Audit Financial Audit Administrative Audit.
5	Mention the audits last done:	
6	What type of decision mechanism adopted by the institute(Centralised/Decentralised)	Centralized in confidential matters and remaining decentralized.
7	Does the present system have clarity of control mechanism of the system?	Yes

2.13. Employment

Sl. No.	Description	
1	What are the most important industries in the geographical area of the institute?	Chemical and Pharmaceutical industries
2	Which industries employ the most college graduates?	Pharmaceutical
3	Which industries provide the best jobs?	IPCA
4	Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) a. Currently, what jobs are most available in the area? b. What skills do these jobs require? c. Please give similar details with respect to	a) agricultural and domestic industries b) Knowledge of computer c) Agriculture as self-employment

	self-employment (agriculture/manufacturing/services sectors)	
5	a. What jobs are seeing growth in the area? b. What will be the jobs of the future? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	a) Banking, Education sector, IT sector b) Banking, Education sector, IT sector
6	a. What specific skills or attributes are local employers seeking in their employees? b. What skills do they need, but do not get in local hire? c. For self-employment, besides skills, what are the other constraints that youth may face? d. What kind of support do they need?	a) English, Computer, and Mathematics b) Basic knowledge of computers c) Financial and business environment

Were conducted to arrive at these needs? (Only mark 'Yes' if the minutes of the findings /proceedings are on record)

- Surveys of students: No
- Surveys of local industry: No
- Consultation with industry: No
- Consultation with students: No
- Consultation with other stakeholders (specify): Yes
- Workshop on IDP: No

2.14. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment?	a) In all subject at UG and PG level b) In all as above
2	What are the employment outcomes for female students after passing out of the institution?	Teaching and service in banking sectors
3	What is the academic/skill training support that female students may need for improving employability?	Communication skills, basic knowledge of computers and mathematics
4	a. What academic programs are Scheduled Caste/Tribe students currently enrolling in?	a) All UG and PG programs b) All UG and PG programs

	b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?	
5	What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?	Some of the students seek employment in different sectors such as industries, education, administration, banking etc.
6	What is the academic/skill training support that SC/ST students may need for improving employability?	i) Communication skills ii) Aptitude test iii) Preparation for GD / PI sessions iv) Preparation for interviews.
7	c. What academic programs are differently-abled students currently enrolling in? d. What academic programs are differently-abled students seeing growth in enrolment?	
8	What are the employment outcomes for differently-abled students after passing out of the institution?	
9	What is the academic/skill training support that differently-abled students may need for improving employability?	

Financial Reports

A. Total Income				
Sl. No.	**Category/Head**	**FY 2016/2017 (budgeted)**	**FY 2015/2016 (actual)**	**FY 2014/2015 (actual)**
Grants: National				
1	**UGC**		**NIL**	**NIL**
2	**Distance Education Council**		**NIL**	**NIL**
3	**Other Central Govt. Departments**		**NIL**	**NIL**
Other Grants				
4	**Grants received from state government**		**83364599**	**86405299**
5	**Grants received from local bodies**		**NIL**	**NIL**
6	**Donation**		**NIL**	**NIL**
7	**Tuition fees & other fees**		**6795067**	**6658872**
9	**Interests**		**349496**	**286114**
10	**Sale of Application forms**		**NIL**	**16520**
11	**Other**			

B. Total Expenditure				
Sl. No.	**Category/Head**	**FY 2016/2017 (budgeted)**	**FY 2015/2016 (actual)**	**FY 2014/2015 (actual)**
1	**Salary, Allowance and Retirement benefits**		**77479661**	**78075592**

2	**Buildings (Construction and Maintenance)**		**22114**	**31100**
3	**Library and Laboratory**		**1989871**	**1201866**
4	**Scholarships**		**592119**	**822952**
5	**Grants to College**		**NIL**	**NIL**
6	**R &D**		**NIL**	**NIL**
7	**Sports**		**63422**	**68942**
8	**Other Expenses**		**NIL**	**NIL**
9	**Accounts (Audit) Status, whether audited? (Yes/No) If yes, by Local Fund/ CA**		**YES CA**	**YES CA**

Goals for the next 5 years

The college plans to achieve the vision through the pursuit of five distinct goals. These goals are listed here:

1. To establish as a centre of excellence for providing quality education to the students
2. To develop the employability and learning outcomes of students.
3. To improve equity among students.
4. To improve Institutional governance system.
5. To make the campus more eco-friendly.
6. Office automation and digitalization
7. Community development services.

Detailed description of Goals

Goal 1
To establish as a centre of excellence for providing quality education to the students
Milestones (Sub-goals)
● To seek higher grade by NAAC. ● Increase in on-time graduation rate by 2% every year for undergraduate students from year 3 (those who join in 2017 and graduate in 2020, as they will benefit from the improvements made in year 1 and 2). For the subsequent years, the on-time graduation rate will go up to 3% every year till year 6. ● Increase in on-time graduation rate by 3% every year for post graduate students from year 3 (students who join in 2018 and pass out in 2020). ● Increase in first to second year transition rate by 3 % every year from year 3 (students

joining in 2019 and going to second year in 2020).

- To increase the number of students getting more than 50% marks in the exams from year 3 (students passing from 2020).

Why do you think this goal is achievable?

The College has acquired a B+ grade with CGPA 2.67 on 16-17 February assessed by NAAC peer team with the limited resources available. We have made the action plan by achieving them we would be able to achieve the above goal.

Goal 2

To develop the employability and learning outcomes of students.

Milestones(Sub-goals)

- Creating a tracking system to tract students for at least six months after graduation to check their employment status. This system to be in place by end of 2018.
- Start /Improve campus placement cell to increase the percentage of students who are placed on campus by 1% every year from year 2 (2019) and 2% every year from year 3 to year 6.
- Strengthen the career counselling cell to increase the number of students securing employment or getting admitted to PG /Higher education within one year of graduation by 2% in 2019 and then by 5% every from 2020 to 2023.

Why do you think this goal is achievable?

The institute is a lead college in the region and we have planned to make it an ideal Institute, so that the students get a congenial atmosphere to develop their learning outcomes and increase the employability for work and training programs. We have made our action plane for the same to achieve the desired goal. We are conducting these programs through career guidance Cell on a regular basis. We wish to encourage and strengthen the same.

Goal 3

Improving Equity

Milestones(Sub-goals)

- Improving access to disabled /disadvantaged students by improving the satisfaction scores from this group by 5% every year from 2020.

Why do you think this goal is achievable?

By implementing these milestone through year-wise activity plan we would be successful to achieve this goal

Goal 4.

Improving Institutional Governance System

Milestones(Sub-goals)

- Increasing satisfaction scores of students, faculty and staff by 5% every year till 80% are satisfied.

Why do you think this goal is achievable?

By implementing these milestone through year-wise activity plan we would be successful to achieve this goal

Goal .5

Making the Campus more Eco-friendly

Milestones(Sub-goals)

- Reduce electricity bill by 50% by 2020. (Through Solar Energy penal)
- Excretion rate equal to recharging rate (Through Water harvesting)

Why do you think this goal is achievable?

By implementing these milestone through year-wise activity plan we would be successful to achieve this goal

Goal 6.

Office automation and digitalization

Milestones(Sub-goals)

Increasing satisfaction scores of faculty and staff by 5% every year till 80% are satisfied

Why do you think this goal is achievable?

By implementing these milestone through year-wise activity plan we would be successful to achieve this goal

Goal 7.

Community development services with constant interaction by the students to rural and urban slumps Localities in Ratlam

Milestones(Sub-goals)

Increasing satisfaction scores of localities by 5% every year till 80% are satisfied

Why do you think this goal is achievable?

By implementing these milestone through year-wise activity plan we would be successful to achieve this goal

Year-wise Activity Plan

Goal 1

To establish as a centre of excellence for providing quality education to the students

Milestones(Sub-goals)

- To seek higher grade by NAAC.
- Increase in on-time graduation rate by 2% every year for undergraduate students from year 3 (those who join in 2017 and graduate in 2020, as they will benefit from the improvements made in year 1 and 2). For the subsequent years, the on-time graduation rate will go up to 2% every year till year 6.
- Increase in on-time graduation rate by 2% every year for post graduate students from year 3 (students who join in 2018 and pass out in 2020).
- Increase in first to second year transition rate by 2% every year from year 3 (students joining in 2019 and going to second year in 2020).
- To increase the number of students getting more than 50% marks in the exams from year 3 (students passing from 2020).

Activities required for achieving the goal

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Improvement in infrastructural facilities – ● Addition of classrooms and examination hall. ● Renovation of Library building.	April 2018	April 2020

	● Renovation of Cultural hall. ● Renovation of Sports complex. ● Extension of computer laboratory. ● New flooring of existing classrooms. ● Other minor civil works. ● Furniture and audio visual equipment for classrooms		
2	Purchasing of books and Equipment's	April 2020	March 2021
3	Creation of Virtual Classrooms for online sessions from MOOCs etc.	April 2020	March 2021
4	Educational visit /tours /visit to industries /excursions. (visits every year)	Apr 2018	Feb 2023
5	Faculty Development – Training Programmes Minimum of 15 days /per faculty in a block of 3 years (from 2018 till 2023) on a priority basis.	Apr 2018	March 2023
6	Subject wise remedial classes for academically weak student. (every year)	July 2018	March 2023
7	Identifying poorly performing students and arranging for tutoring by senior students.	July 2018	March 2023
8	Up-gradation of Library and library facilities.	Apr 2020	March 2021
9	Up-gradation of laboratories.	Apr 2018	March 2019

Activity Wise Yearly Plan

1. Improvement in infrastructural facilities*			
Year	**Description**	**Start Date**	**End Date**
2018-19	Getting drawings from PWD /PIU and start of Expansion & Modernization of class Rooms Processing of paper and Procurement of Furniture and equipment for the classrooms already existing.	April 2018 July 2018	April 2019 March 2019
2019-20	Completion of civil works and procurement of equipment and furniture. Processing of paper and Procurement of Furniture and equipment for the extended classrooms.	April 2019 April 2019	March 2020 March 2020

*Students increased more than 50% and new courses increased by 33% since 2010 and even no minor civil extension work has been done so far. Library building, Sports complex and cultural hall are at damaged condition (not for use declared by PWD) that is why we are not able to achieve higher grade by NAAC (2.65 CGP in 2010 and 2.67 in 2016) due to resource constrains.

Resources required for the above activities	Resources available for the above activities	Resource Gap
12,50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Y.K Mishra Prof .Chemistry 2. Prof. Ayaz Siddique Prof. Zoology		

	Persons responsible for monitoring each activity & its timely completion
	Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP

2.Purchasing of books and Equipment

Year	Description	Start Date	End Date
2018-19	Processing of paper for making the list of purchasing of books and journals	April 2020	Oct 2020
	Placing orders	Nov 2020	March 21

Resources required for the above activities	Resources available for the above activities	Resource Gap
50,00,000/-	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Vrinda Gupta, Prof. Botany 2. Dr. Mayarani Devda, Prof. Geography 3. Dr. Lalita Marmat, Prof. Sanskrit		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

3.Creation of Virtual Classrooms for online sessions from MOOCs etc.*

Year	Description	Start Date	End Date
2020-21	Processing of paper for Procurement of Furniture and	April 2020	Oct 2021

	equipment for the above classrooms (in addition to what is available). Placing orders and procurement of the furniture and equipment.	 Nov 2021	 March 2022
*After the completion of construction of new classroom			

Resources required for the above activities	Resources available for the above activities	Resource Gap
2,00,000/-	**nil**	**100%**

Persons responsible for conducting each activity

4. Dr. Mayarani Devda, Prof. Geography
5. Dr. Lalita Marmat, Prof. Sanskrit

Persons responsible for monitoring each activity& its timely completion

Dr. Sanjay Wate, Head of the institution
Dr. Vinod Sharma, Coordinator of the IDP

4.Educational visit /tours /visit to industries /excursions

Year	Description	Start Date	End Date
2018-19	Planning for the visits and securing permissions. Conducting the visits, tours etc.	April 2018 July 18	July 2018 March 2019
2019-20	Planning for the visits and securing permissions. Conducting the visits, tours etc.	April 2019 July 19	July 2020 March 2021
2020-21	Planning for the visits and securing permissions. Conducting the visits, tours etc.	April 2020 July 2020	July 2020 March 2021
2021-22	Planning for the visits and securing permissions. Conducting the visits, tours etc.	April 2021 July 21	July 2021 March 2022
2022-23	Planning for the visits and securing permissions. Conducting the visits, tours etc.	April 2022 July 22	July 2022 March 2023

Resources required for the above activities	Resources available for the above activities	Resource Gap
25,00,000	**nil**	**100%**

Persons responsible for conducting each activity

1. Prof. Dinesh Bourasi Prof. Chemistry
2. Dr. Riyaj Mansoori Prof. Chemistry
3. Dr. S.L. Muvel Prof. Botany

Persons responsible for monitoring each activity& its timely completion

Dr. Sanjay Wate Head of the institution
Dr. Vinod Sharma Coordinator of the IDP

5. Faculty Development – Training Programmes Minimum of 15 days /per faculty in a block of 3 years (from 2018 till 2023) on a priority basis			
Year	**Description**	**Start Date**	**End Date**
2018-19	Try to make linkages with premier research institutes/ industries. Faculty training in subject domain, pedagogy.	April 2018 August 2018	July 2018 March 2019
2019-20	Try to make linkages with premier research institutes/ industries. Faculty training in subject domain, pedagogy.	April 2019 August 2019	July 2019 March 2020
2020-21	Try to make linkages with premier research institutes/ industries. Faculty training in subject domain, pedagogy.	April 2020 August 2020	July 2020 March 2021
2021-22	Try to make linkages with premier research institutes/ industries. Faculty training in subject domain, pedagogy.	April 2021 August 2021	July 2021 March 2022
2022-23	Try to make linkages with premier research institutes/ industries. Faculty training in subject domain, pedagogy.	April 2022 August 2022	July 2022 March 2023

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Bhavna Deshpande - Prof. Mathematics 2. Dr.R.Harode - Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

6. Subject wise remedial classes for academically weak/weaker sections students.			
Year	**Description**	**Start Date**	**End Date**
2018-19	To conduct remedial classes for academically weak students.	September 18	March 2019
2019-20	To conduct remedial classes for academically weak students.	September 19	March 2020
2020-21	To conduct remedial classes for academically weak students.	September 20	March 2021
2021-22	To conduct remedial classes for academically weak students.	September 21	March 2022
2022-23	To conduct remedial classes for academically weak students.	September 22	March 2023

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
10,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. S.S. Mourya - Prof. Sociology 2. Dr. Shankutala Jain - Prof. Hindi 3. Mr. Vasudeo Barange – Prof. Mathematics		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

7. Identifying poorly performing students and arranging for tutoring by senior students.			
Year	**Description**	**Start Date**	**End Date**
2018-19	To conduct Diagnostic Test to identify weak students.	August 18	August 2018
2019-20	To conduct Diagnostic Test to identify weak students.	August 19	August 2019
2020-21	To conduct Diagnostic Test to identify weak students.	August 20	August 2020
2021-22	To conduct Diagnostic Test to identify weak students.	August 21	August 2021
2022-23	To conduct Diagnostic Test to identify weak students.	August 22	August 2022

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
5,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Namita Arya – Prof. History 2. Dr Indu Kataria - Prof. Political Science		

Persons responsible for monitoring each activity& its timely completion
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP

8. Up-gradation of Library and library facilities.			
Year	**Description**	**Start Date**	**End Date**
2020-21	Processing of paper for Procurement of Furniture and equipment (in addition to what is available). Purchasing of furniture and equipment's	April 2020 August 2020	July 2020 March 2021

Resources required for the above activities	Resources available for the above activities	Resource Gap
25,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Mayarani Devda – Prof. Geography 2. Dr. Lalita Marmat – Prof. Sanskrit		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

9. Up-gradation of laboratories.			
Year	**Description**	**Start Date**	**End Date**
2018-19	Processing of paper for Procurement of Furniture and equipment (in addition to what is available). Purchasing of furniture and equipments	April 2018 August 2018	July 2018 March 2019
2019-20	Processing of paper for Procurement of Furniture and equipment (in addition to what is available). Purchasing of furniture and equipments	April 2019 August 2019	July 2019 March 2020

Resources required for the above activities	Resources available for the above activities	Resource Gap
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Raju Harode - Prof. Chemistry 2. Pro. K.R.Patidar – Prof. Physics 3. Dr kavita Thakur - Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		

Dr. Sanjay Wate Head of the institution
Dr. Vinod Sharma Coordinator of the IDP

Goal 2

To develop the employability and learning outcomes of students.

Milestones(Sub-goals)

- Creating a tracking system to tract students for at least six months after graduation to check their employment status. This system to be in place by end of 2018.
- Start /Improve campus placement cell to increase the percentage of students who are placed on campus by 1% every year from year 2 (2019) and 2% every year from year 3 to year 6.
- Strengthen the career counselling cell to increase the number of students securing employment or getting admitted to PG /Higher education within one year of graduation by 2% in 2019 and then by 5% every from 2020 to 2023.

Activities required for achieving the goal

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Establishing and maintaining a tracking system.	April 2018	April 2023
2	Introduction of Value Added Courses to attract students and thereby increase in students' employability.	April 2018	March 2023
3	Entrepreneurial skill training is required for improving self-employment avenues.	April 2018	March 2023
4	To organize expert lectures to students on contemporary and emerging areas of job market.	April 2018	March 2023
5	To provide study material to the students for the preparation of competitive exams.	April 2018	March 2023
6	Improving sports and gym facilities.	April 2018	March 2019
7	Introduce and run personality development workshops	April 2018	March 2023

1. Establishing and maintaining a tracking system.			
Year	**Description**	**Start Date**	**End Date**
2018-19	Design of the tracking system. Processing of paper for Procurement of equipment for the tracking system.	April 2018 Nov 2018	Oct 2019 March 2019

19-2023	Tracking of students and analysing the data received.	April 2019	March 2023

Resources required for the above activities	Resources available for the above activities	Resource Gap
5,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Swati Pathak Prof. Political Science 2. Prof. Dinesh Bourasi Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

2.Introduction of Value Added Courses to attract students and thereby increase in students' employability			
Year	**Description**	**Start Date**	**End Date**
2018-19	Planning for the courses and securing permissions. Conducting the courses.	April 2018 July 18	July 2018 March 2019
2019-20	Planning for the courses and securing permissions. Conducting the courses.	April 2019 July 19	July 2020 March 2021
2020-21	Planning for the courses and securing permissions. Conducting the courses.	April 20 July 20	July 2020 March 2021
2021-22	Planning for the courses and securing permissions. Conducting the courses	April 2021 July 21	July 2021 March 2022
2022-23	Planning for the courses and securing permissions. Conducting the courses	April 2022 July 22	July 2022 March 2023

Resources required for the above activities	Resources available for the above activities	Resource Gap
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		

1. Dr.Vrinda Gupta Prof. Botany. 2. Prof. Padma Bhambhra Prof. English
Persons responsible for monitoring each activity& its timely completion
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP

3.Entrepreneurial skill training is required for improving self employment avenues			
Year	**Description**	**Start Date**	**End Date**
2018-19	Planning for the Entrepreneurial skill training Conducting the training	April 2018 Aug 18	July 2018 March 2019
2019-20	Planning for the Entrepreneurial skill training Conducting the training	April 2019 Aug 19	July 2019 March 2020
2020-21	Planning for the Entrepreneurial skill training Conducting the training	April 2020 Aug 20	July 2020 March 2021
2021-22	Planning for the Entrepreneurial skill training Conducting the training	April 2021 Aug 21	July 2021 March 2022
2022-23	Planning for the Entrepreneurial skill training Conducting the training	April 2022 Aug 22	July 2022 March 2023

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
25,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1.Dr. Swati Pathak Prof. Political Science 2.Prof. Dinesh Bourasi Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

4. To organize expert lectures to students on contemporary and emerging areas of job market			
Year	**Description**	**Start Date**	**End Date**
2018-19	Planning for the emerging areas of job, selection of experts and their permission Conducting the lectures	April 2018 Aug 18	July 2018 March 2019
2019-20	Planning for the emerging areas of job, selection of experts and their permission Conducting the lectures	April 2019 Aug 19	July 2019 March 2020

2020-21	Planning for the emerging areas of job, selection of experts and their permission Conducting the lectures	April 2020 Aug 20	July 2020 March 2021
2021-22	Planning for the emerging areas of job, selection of experts and their permission Conducting the lectures	April 2021 Aug 21	July 2021 March 2022
2022-23	Planning for the emerging areas of job, selection of experts and their permission Conducting the lectures	April 2022 Aug 22	July 2022 March 2023

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
10,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Swati Pathak Prof. Political Science 2. Prof. Dinesh Bourasi Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

5. To provide study material to the students for the preparation of competitive exams			
Year	**Description**	**Start Date**	**End Date**
2018-19	To make the list of books for preparation of competitions. Distribution of materials.	April 2018 Aug 18	July 2018 March 2019
2019-20	To make the list of books for preparation of competitions. Distribution of materials.	April 2019 Aug 19	July 2019 March 2020
2020-21	To make the list of books for preparation of competitions. Distribution of materials.	April 2020 Aug 20	July 2020 March 2021
2021-22	To make the list of books for preparation of competitions. Distribution of materials.	April 2021 Aug 21	July 2021 March 2022
2022-23	To make the list of books for preparation of competitions.	April 2022	July 2022

	Distribution of materials.	Aug 22	March 2023

Resources required for the above activities	Resources available for the above activities	Resource Gap
5,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr.Sushila Arya - Prof. Political Science 2. Dr.Mansharam Uikey		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

6. Improving sports and gym facilities.*			
Year	**Description**	**Start Date**	**End Date**
2020-21	Processing of paper for Procurement of sports equipment for the gymnasium (in addition to what is available). Placing orders and procurement of the equipment.	April 2020 Nov 2020	Oct 2020 March 2021

*After the completion of renovation of sports complex.

Resources required for the above activities	Resources available for the above activities	Resource Gap
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr.S.S.Mourya- Prof. Sociology 2. Dr.P.B.Reddy – Prof. Zoology\ 3. Mr. Manoj Dohare – Prof. Chemistry		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

7. Introduce and run personality development workshops.			
Year	**Description**	**Start Date**	**End Date**
2018-19	Planning for the personality development workshops. Conducting the workshops.	April 2018 July 18	July 2018 March 2019
2019-20	Planning for the personality development workshops. Conducting the workshops.	July 2019 Jan. 20	Dec. 2019 March 2020

2020-21	Planning for the personality development workshops. Conducting the workshops.	July 2020 Jan. 21	Dec. 2020 March 2021
2021-22	Planning for the personality development workshops. Conducting the workshops.	July 2021 Jan. 22	Dec. 2021 March 2022
2022-23	Planning for the personality development workshops. Conducting the workshops.	July 2022 Jan. 23	Dec. 2022 March 2023

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
5,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. R. C. Mourya - Prof. Hindi 2. Mr. S. Batad - Prof. Political Science		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

Goal 3.

Improving Equity

Milestones(Sub-goals)

- Improving access to disabled /disadvantaged students by improving the satisfaction scores from this group by 5% every year from 2020.

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Identifying ways and means to improve access to students with disabilities.	April 2018	Nov 2018
2	Planning and implementing ideas that would improve access to students with disabilities and disadvantaged students. (This could be in the form of ramps, clearly visible signage that would be useful to the disabled or disadvantaged. This could be in the form of reading material /books /audio books that would help these students. This could also be in the form of hostels already mentioned in the goal for access.	Dec 2018	Feb 2023

	This could be in the form of orientation programmes /mentoring and counselling specific to each category).		
3	Providing counselling /programs for improving the physical and mental health of the students.	Nov 2018	March 2023
4	Getting drawings from PWD /PIU and start of Hostel Building. Processing of paper and Procurement of Furniture for Hostel Purchasing of furniture for Hostel	April 2018 April 2020 August 2020	April 2019 July 2020 December 2020

Resources required for the above activities	Resources available for the above activities	Resource Gap
5,10,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. Sushila Arya - Prof. Political Science 2. Dr. Mansharam Uikey- Prof. History		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

Goal 4.

Improving Institutional Governance System

Milestones(Sub-goals)

- Increasing satisfaction scores of students, faculty and staff by 5% every year till 80% are satisfied.

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Conducting satisfaction surveys for various stakeholders and analysing the survey reports. Planning to improve satisfaction of various groups.	April 2018 Nov 2018	Nov 2018 March 2019
2	Adding toilets, common rooms, staff rooms.	April 2018	Nov 2020
3	Procuring electronic notice boards.	April 2018	March 2019
4	Creating a monitoring system such that audit objections are responded to and cleared within a year	April 2018	March 2019

5	Assigning responsibility for preparation of annual report as per the deadlines.	April 2018	May 2018
6	Creating a system for systematic monitoring and maintenance of infrastructure.	April 2018	March 2019
7	Conduct financial, academic and administrative audits	April 2018	March 2023
8	Implementation of suggestions from NAAC for up gradation	April 2018	March 2019
9	Plan and implement activities that will spur innovations and environmental audits		

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr V. Shastri - Prof. Statistics 2. Dr R.R. Romade- Prof. Zoology		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

Goal 5.

Making the Campus more Eco-friendly

Milestones(Sub-goals)

- Reduce electricity bill by 50% by 2020. (Through Solar Energy penal)
- Excretion rate equal to recharging rate (Through Water harvesting)

Activities required for achieving the goal

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Installation of Solar panel lighting systems in the college	April 2018	March 2020
2	Installing water harvesting systems.	April 2018	Nov 2020
3	Planting trees to improve the greenery.	April 2018	March 2020

Resources required for the above activities	Resources available for the above activities	Resource Gap
2,00,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
1. Dr. M.L. Badgotia – Prof. Geography 2. Dr. Gopal Kharadi - Prof. Geography 3. Dr. D. Kerwal - Prof. Economics		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the institution Dr. Vinod Sharma, Coordinator of the IDP		

Goal 6.

Office automation and digitalization

Milestones(Sub-goals)

- Increasing satisfaction scores of faculty and staff by 5% every year till 80% are satisfied

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Intra-Net facilities /Hardware / Software	April 2018	March 2020
2	Office Automation /Software/customization of Software	April 2018	March 2020
3	Air-conditioning Rooms Server.	April 2018	March 2020
4	Technical assistance	April 2018	March 2020

Resources required for the above activities	Resources available for the above activities	Resource Gap
50,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
4. Dr V. Shastri – Professor of Statistics 5. Dr D. Kerwal- Assistant Professor of Economics		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate, Head of the Institution Prof. Vinod Sharma, Co-ordinator of the IDP		
Goal 7.		

Community development services with constant interaction by the students to rural and urban slumps Localities in Ratlam
Milestones (Sub-goals)
Increasing satisfaction scores of stakeholders by 5% every year till 80% are satisfied

Activities required to achieve these milestones			
S. No.	**Description**	**Start Date**	**End Date**
1	Conducting surveys for various stakeholders and analysing the survey reports. Planning to improve satisfaction of various groups Youth for eco-development Youth against Dirt and Disease Youth for Mass Literacy Youth for National Integration& Social Harmony Youth against Famine Youth for cashless transactions	April 2018 Dec. 2018	Nov 2018 March 23

Resources required for the above activities	**Resources available for the above activities**	**Resource Gap**
5,00,000	**nil**	**100%**
Persons responsible for conducting each activity		
6. Dr V. Shastri - Prof. Statistics 7. Dr R.R. Romade- Prof. Zoology		
Persons responsible for monitoring each activity& its timely completion		
Dr. Sanjay Wate Head of the institution Dr. Vinod Sharma Coordinator of the IDP		

Institutional Project Budget (Rupees in Crore)

Sl.No	**Activities**	**Project Allocation**	**Financial year**				
			2018-19	**2019-20**	**2020-21**	**2021-22**	**2022-23**
1	Improvement in infrastructural facilities	**12.5**	**7.5**	**5.0**			

2	Books , Journals & Equipment's	**0.5**			**0.50**		
3	Creation of Virtual Classrooms for online sessions from MOOCs	**0.02**			**0.02**		
4	Educational visit /tours /visit to industries /excursions	**0.25**	**0.05**	**0.05**	**0.05**	**0.05**	**0.05**
5	Faculty Development – Training Programmes	**0.5**	**0.10**	**0.10**	**0.10**	**0.10**	**0.10**
6	Subject wise remedial classes	**0.1**	**0.02**	**0.02**	**0.02**	**0.02**	**0.02**
7	Identifying poorly performing students	**0.05**	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
8	Up-gradation of Library and library facilities	**0.25**			**0.25**		
9	Up-gradation of laboratories	**0.5**	**0.25**	**0.25**			
10	Establishing and maintaining a tracking system	**0.05**	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
11	Introduction of Value Added Courses to attract students	**0.5**	**0.10**	**0.10**	**0.10**	**0.10**	**0.10**
12	Entrepreneurial skill training	**0.25**	**0.05**	**0.05**	**0.05**	**0.05**	**0.05**
13	To organize expert lectures to students	**0.1**	**0.02**	**0.02**	**0.02**	**0.02**	**0.02**
14	To provide study material to the students for the preparation of competitive exams	**0.05**	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
15	To Improve sports and gym facilities.	**0.5**			**0.50**		
16	Introduce and run personality development workshops	**0.05**	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
17	To improve Equity & Hostel	**5.1**	**2.60**	**2.50**			
18	To Improve Institutional Governance System	**0.5**	**0.25**	**0.25**			
19	Making the Campus more Eco-friendly	**2**	**1.0**	**1.0**			
20	Office Automation and digitalization	**0.5**	**0.25**	**0.25**			

21	Community development services	**0.05**	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
	Total	**24.32**	**12.24**	**9.64**	**1.66**	**0.39**	**0.39**

Overall Institutional Performance Targets

Sub goal	Measurable indicator	Targets				
		Year 1	Year 2	Year 3	Year 4	Year 5
Quality education	Grade B+ No. Of Students having more than I Division grade	- -	- -	- -	- 5 %	Grade A 7 %
Employability of Students	On time Graduation rate On time Post Graduation rate Placement Rate.	- - -	- - 2 %	- 45% 3%	48% 47% 4%	50% 49% 5%
Equity among the students	On time Graduation rate for SC students. On time Graduation rate for ST students On time Graduation rate for OBC students	- - -	- - -	- - -	54% 42% 47%	56% 44% 49%
Equity among the students	On time Post Graduation rate for SC students. On time Post Graduation rate for ST students On time Post Graduation rate for OBC students	- - -	- - -	- - -	42% 25% 53%	42% 27% 55%
Institutional Reforms & E-governance	Transparency in official work Paperless working in official system	-	-	100 %	100 %	100 %

IMPLEMENTATION PLAN

Amount in Rs Carores

Sl.No.	Discretion of Activities	Year 1	Year 2	Year 3	Year 4	Year 5
1	Improvement in infrastructural facilities	**7.5**	**5.0**			
2	Books , Journals & Equipment's			**0.50**		
3	Creation of Virtual Classrooms for online sessions from MOOCs			**0.02**		

4	Educational visit /tours /visit to industries /excursions	**0.05**	**0.05**	**0.05**	**0.05**	**0.05**
5	Faculty Development – Training Programmes	**0.10**	**0.10**	**0.10**	**0.10**	**0.10**
6	Subject wise remedial classes	**0.02**	**0.02**	**0.02**	**0.02**	**0.02**
7	Identifying poorly performing students	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
8	Up-gradation of Library and library facilities			**0.25**		
9	Up-gradation of laboratories	**0.25**	**0.25**			
10	Establishing and maintaining a tracking system	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
11	Introduction of Value Added Courses to attract students	**0.10**	**0.10**	**0.10**	**0.10**	**0.10**
12	Entrepreneurial skill training	**0.05**	**0.05**	**0.05**	**0.05**	**0.05**
13	To organize expert lectures to students	**0.02**	**0.02**	**0.02**	**0.02**	**0.02**
14	To provide study material to the students for the preparation of competitive exams	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
15	To Improve sports and gym facilities.			**0.50**		
16	Introduce and run personality development workshops	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
17	To improve Equity & Hostel	**2.60**	**2.50**			
18	To Improve Institutional Governance System	**0.25**	**0.25**			
19	Making the Campus more Eco-friendly	**1.0**	**1.0**			
20	Office Automation and digitalization	**0.25**	**0.25**			
21	Community development services	**0.01**	**0.01**	**0.01**	**0.01**	**0.01**
	Total	**12.24**	**9.64**	**1.66**	**0.39**	**0.39**

MEASURES TO ENSURE SUSTAINABILITY BEYOND THE 5 YEAR PERIOD

The Institution is fully committed in implementing this project, its specific objectives and actions and in reaching the expected results. The Institution plan to sustain the growth initiatives are as follows:

- The Institution will provide the necessary intellectual and material resources to sustain all research and innovative activities even after the completion of the IDP. The achievements in publications and patent are likely to be extended.
- The Institution will take necessary measure of maintenance of equipments and facility centers to be established during IDP period. The Information and Communication Technology based learning will be expanded to the teaching ambience with audio visual teaching aids are to be facilitated for live classes.
- Propagate Outcome based education and encourage Life-long Learning.
- Creating learning centric environment with student-friendly pedagogical approach is aimed to be an expected outcome. All the reformation measures in this direction will be embedded in the Systems.
- It is predicted that IDP grant will inject the self sustaining ability to the Institution and regular accreditation process will ensure that the Institution will get rid of weaknesses and transform those area to its strength. Also to be able to convert the problems into opportunities.

- The appraisal process for human resource development and calibration process for system development will be strengthened.

BRIDGING THE RESOURCE GAP

Sl.No.	Discretion of Activities	Resources required for the activities	Resources available for the activities	Resource Gap
1	Improvement in infrastructural facilities	12.5	NIL	100%
2	Books , Journals & Equipment's	0.5	NIL	100%
3	Creation of Virtual Classrooms for online sessions from MOOCs	0.02	NIL	100%
4	Educational visit /tours /visit to industries /excursions	0.25	NIL	100%
5	Faculty Development – Training Programmes	0.5	NIL	100%
6	Subject wise remedial classes	0.1	NIL	100%
7	Identifying poorly performing students	0.05	NIL	100%

8	Up-gradation of Library and library facilities	0.25	NIL	100%
9	Up-gradation of laboratories	0.5	NIL	100%
10	Establishing and maintaining a tracking system	0.05	NIL	100%
11	Introduction of Value Added Courses to attract students	0.5	NIL	100%
12	Entrepreneurial skill training	0.25	NIL	100%
13	To organize expert lectures to students	0.1	NIL	100%
14	To provide study material to the students for the preparation of competitive exams	0.05	NIL	100%
15	To Improve sports and gym facilities.	0.5	NIL	100%
16	Introduce and run personality development workshops	0.05	NIL	100%
17	To improve Equity & Hostel	5.1	NIL	100%
18	To Improve Institutional Governance System	0.5	NIL	100%
19	Making the Campus more Eco-friendly	2	NIL	100%
20	Office Automation and digitalization	0.5	NIL	100%
21	Community development services	0.05	NIL	100%
	Total	24.32	NIL	100%