



# INDIRA GANDHI COLLEGE OF ARTS AND SCIENCE KATHIRKAMAM, PUDUCHERRY

(A Govt. of Puducherry undertaking sponsored by Pondicherry Society for Higher Education)

(Affiliated to Pondicherry University)



# **INSTITUTIONAL DEVELOPMENT PLAN**

**Proposal under** 

Rashtriya Uchchatar Shiksha Abhiyan

2014 - 2018

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#### **INSTITUTION PROFILE**

**Puducherry**, formerly known as **Pondicherry**, is a Union Territory (UT) of India formed out of four enclaves of former French India. It was merged with India in the year 1954. The four small unconnected districts are Puducherry, Karaikal and Yanam on the Bay of Bengal and Mahe on the Arabian Sea. Puducherry and Karaikal have the largest areas and population. With a small industrial inheritance of 3 textile mills Puducherry, now has 7553 industries representing a cross section of industries due to its industrial policy. The present status of Industrial progress is highly encouraging and the territory is poised for another phase of industrial growth. Puducherry is already known as "Hardware capital of India". Almost all the majors in the Hardware industry such as Lenovo, Acer, WIPRO, HCL, HP have set up their unit in Puducherry.

The Directorate of Higher & Technical Education of Puducherry, was bifurcated from the erstwhile Directorate of Education to set up a separate establishment for dealing with the matters pertaining to the Higher Education. The Government of Puducherry, to impart quality higher education has established various colleges in the Government sector and also under various Societies. Two Societies namely Union Territory of Pondicherry Colleges of Education Society (UTPCES) and the Union Territory of Pondicherry Arts Science and Technology Colleges Society (UTPASTCS) were formed in the year 2000 and 2001 respectively. The former society was formed to impart Teaching Education Technology to the youth of this Union Territory and the latter for teaching arts and science courses. In view of the similar administrative and financial functioning of these Societies the Government have since amalgamated these Societies into one and named it as "PONDICHERRY SOCIETY FOR HIGHER EDUCATION (PONSHE)" which was registered on 15.03.2007 with registration No. 397 of 2007 under Societies Act and functioning under the Chairmanship of the Hon'ble Minister for Higher Education.

Under this Society, presently one College of Education in Karaikal Region and four Arts & Science Colleges in Puducherry Region are functioning. Indira Gandhi College of Arts and Science started functioning from the academic year 2001-02 under the aegis of this Society, is running in the premises of the Government Girls' Higher Secondary School, Kadirkamam, Puducherry-9. This College is offering non-conventional semi-professional under graduate degree courses in emerging areas such as Biotechnology, Applied Microbiology, Computer Applications, Statistics and Foreign Trade.



# "SCIENTIFIC HUMANISM - CARING TECHNOLOGY"

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# "TOWARDS EXCELLENCE IN EDUCATION"

Indira Gandhi College of Arts and Science, a co-educational institution, strives to become a Centre of Excellence in the field of Education by offering Degree courses as per the industrial requirements. The institution envisages, reaching out to all populations and strive to provide an affordable and unparalleled learning experience in a supportive and caring environment that leads students to successfully complete their goals.

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# "MEANINGFUL EDUCATION FOR GAINFUL EMPLOYMENT"

Our mission is to provide a broad range of career-oriented educational programs with the goal of producing innovative, creative graduates who are well-prepared for their chosen careers in a global society. The college community engages and motivates students to pursue new and emerging career areas. We deliver curricula relevant to emerging technologies and social conditions so that a culture of excellence pervades the college in both academic and non-academic areas.

• Focus on Students: Our primary mission is not only to educate students in their chosen disciplines, but also to inspire them to become innovators, leaders, and positive contributors to society.

- Strengthen Faculty: To Strengthen the Faculty who inspire and direct everything academically, from basic education to discovery and creation of new concepts and ensure an excellent student experience.
- Nurture Leadership and Ethics: To Nurture Leadership and inculcate ethics that are essential for the growth of a person and the organization. Leadership development is an important component of education for all segments of the College faculty, students, and staff.
- Adaptability to Change: To Provide and encourage new ideas that could make the department and college an even better Institution. The Institution Opens to, and adapts well to change.
- Teamwork: To Encourage every member to contribute to the efforts of the Department or College as a team player.

  To works well with others outside the Department to accomplish Cross-College goals and objectives.
- Pluralism: To Provide a high level of service to the community. Demonstrate inclusion by incorporating diverse perspectives to plan, conduct, and evaluate the work of the Institution.
- Inclusion: Reach out to all populations and strive to provide an affordable and unparalleled learning experience.

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1.1. INSTITUTIONAL IDENTIC	ГҮ	
1. Name of the Institution	:	Indira Gandhi College of Arts and Science
2. Is the Institution approved by regulatory body?	:	Yes
3. Furnish approval no.	:	397/2007
4. Type of Institution	:	Fully funded by Govt. of Puducherry
5. Status of Institution	:	Non-autonomous (Govt.)
6. Name of Head of Institution	:	Dr. S. Madhavan
7. Project Nodal Officers	:	<ol> <li>Dr. J. Hannah Monisha</li> <li>Mr. N. Sivakoumar</li> <li>Mr. J. Presena</li> <li>Mr. D. Satish Kumar</li> <li>Dr. C. Anantharaj</li> </ol>

Head and Nodal Officer	Name	<b>Contact Number</b>	E-mail Address
Head of the Institution (Full time appointee)	Dr. S. Madhavan	9443507673 0413-2275510 0413-2277868	igcas2001@gmail.com nive_madhavan@yahoo.com
RUSA Institutional Co- ordinator	Dr. J. Hannah Monisha	9865676265	monisha_cyril@yahoo.com
Nodal Officers for			
Academic Activities	Mr. D. Satish Kumar	8870796837	satishcoumar@yahoo.com
Civil Works including Environment Management	Mr. J. Presena	9943247434	presena@gmail.com
Procurement Financial aspects	Mr. N. Sivakoumar	9442029429	sivakoumar@yahoo.com
Equity Assurance Plan Implementation	Dr. C. Anantharaj	9840003173	ashokigc@gmail.com

All the Nodal Officers are regular, full time employee of the institution.

## 1.2. ACADEMIC INFORMATION

Degree programs offered in the Academic year 2014-15

Sl. No.	Title of programs	Level	Duration (Years)	Year of starting	Sanctioned Annual Intake	Total student strength
1	BCA (Computer Applications)	Degree	3	2001	33	33+33+29 = <b>95</b>
2	B.Com (Foreign Trade)	Degree	3	2001	33	33+33+30 = <b>96</b>
3	B.Sc. (Statistics)	Degree	3	2001	33	33+31+23 = 8 <b>7</b>
4	B.Sc. (Biotechnology)	Degree	3	2001	33	32+22+32 = <b>86</b>
5	B.Sc. (Applied Microbiology)	Degree	3	2004	33	33+29+28 = <b>90</b>
					TOTAL:	454

Whether Institution is accredited? NO

1.3. FACU	ILTY S	STA	TUS													
		Pr	esen	t Sta	atus		mbe ıalifi			ition	by I	high	est	tion		ition
Faculty Rank	ular posts	D	octora	ıl Degi	·ee	M	laster':	s Degr	ee	В	achelo	r Degr	ee	lty in posi	se	ılty in posi
Faculty Ran	No. of sanctioned regular posts	Engineering	Disciplines	Disciplines Other Disciplines		Engineering	Disciplines	Other Digitality	Other Disciplines		Disciplines	11. 14.	Other Disciplines	Total no. Of regular faculty in position	Total Vacancies	Total no. Of contract faculty in position
		R	C	R	C	R	C	R	C	R	C	R	С			
1	2	3 4		5	6	7	8	9	10	11	12	13	14	15=(3+5+7 +9+11+13)	16=(2-15)	17=(4+6+8+1 0+12+14)
Principal	1		-	1	-		-				-		-	1	-	-
HOD	-		-		-		-				-		-	-	-	-
Assistant Professor (Selection Grade)	-		-		-		-				-		-	-	-	-
Assistant Professor (Senior Grade)	09 - 06 (		03			-	- 09		-		09	-	-			
Assistant Professor	25		-	07	-		-	16	04		-		-	23	2	4

# 1.4. BASELINE DATA

(All data given for the following parameters to ALL disciplines)

SL. NO.	PARAMETERS	VALUI
1	Total strength of students in all programs and all years of study in the year 2013-14	454
2	Total women students in all programs and all years of study in the year 2014-15	268
3	Total SC students in all programs and all years of study in the year 2013-14	69
4	Total ST students in all programs and all years of study in the year 2013-14	01
5	Total OBC students in all programs and all years of study in the year 2013-14	372
6	Number of fully functional P-4 and above level computers available for students in the year 2014-15	95
7	Total number of text books and reference books available in library for UG and PG students in the year 2014-15	4430
8	Student-Teacher Ratio	1:14
9	% of UG students placed through campus interviews in the year 2013-14	6%
10	% of PG students placed through campus interviews in the year 2014-15	N.A.
11	% of high quality undergraduates (>75% marks) passed out in the year2013-14	4.1%
12	% of high quality postgraduates (>75% marks) passed out in the year 2013-14	N.A.
13	Number of research publications in Indian refereed journals in the year 2013-14	25
14	Number of research publications in International refereed journals in the year 2013-14	57
15	Number of patents obtained in the year 2013-14	NIL
16	Number of patents fi led in the year 2013-14	NIL
17	Number of sponsored research projects completed in the year 2013-14	NIL
18	The transition rate of students in percentage Finishing School in the year 2013-14 for :	
	1. All students	77.4%
	2. SC	43.4%
	3. ST	0% 91.45%
	4. OBC	
19	IRG from students' fee and other charges in the year 2013-14 (Rs. in lakh)	4.9
20	IRG from externally funded R&D projects, consultancies in the year 2013-14 (Rs. in lakh)	NIL
21	Total IRG in the year 2013-14 (Rs. in lakh)	4.9
22	Total annual recurring expenditure of the institution in the year 2013-14 (Rs. in Crores)	4.05

#### 2. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

#### 2.1. EXECUTIVE SUMMARY OF THE IDP

Education for all is a major thrust area in the current scenario, where the country's youth are considered as Nation Builders. Indira Gandhi College of Arts and Science in its institutional development proposal for the next five years focuses on improving the academic success of the students, increasing learning outcomes and thus, employability having in mind the mission "Meaningful Education for Gainful Employment". It is envisaged to make the institute more effective through strengthening of existing infrastructure and improvising quality of human resource. The existing courses are very unique and are not offered in any other government college in UT of Puducherry. Introduction of post graduate programs in the under graduate courses offered in this college, will attract young people, particularly the sections of the public who find it difficult to access higher level engineering education. Use of information technology in various academic and administrative activities will optimize the institutional operating efficiency. The Strategic Development Plan of the Institute for 2014-2018 sets out realistic strategic proposals and goals to be implemented and achieved over the next five years. The SWOT methodology was used to draw up the strategic plan based on a process of discussion and involved all stakeholders including the management, Nodal officers of RUSA, Department Heads, teaching faculty, invited industry personnel and representatives from existing and pass-out students. The structure of the strategic plan is based on the analyses of:

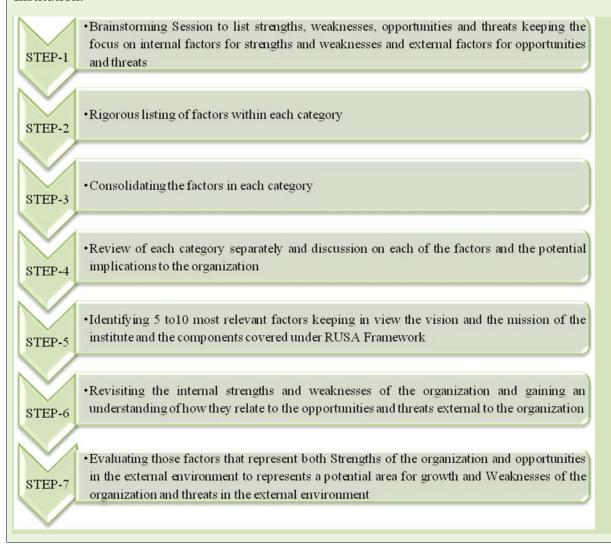
- The prevailing scenario which directly or indirectly affects the higher education
- The functioning scenario within which we interact with the immediate surrounding environment of educational supply and demand;
- The in-house scenario of the College and its administrative units.

Based on the discussion, a strategic plan was formulated for the college keeping in view its vision, mission and values. Strategic goals in terms of education, human resources & infrastructure are developed. The Action plan for the next five years focuses on improving the learning outcomes and thus, employability. The institution envisages improving interaction with industry for effective training of faculty and students, organizing finishing school for improving the overall personality in addition to pass percentage and also proposes to refurbish and modernize the existing Laboratories and other infrastructure of the college and upgrading of library facilities with access to reviewed journal and e-learning materials.

#### 2.2 SWOT ANALYSIS

#### 2.2.1. Methodology adopted for SWOT Analysis

SWOT is a precursor to strategic planning. SWOT is short for "Strengths, Weaknesses, Opportunities and Threats". Following methodology is adopted to carry out SWOT Analysis keeping in view equitable involvement of all stakeholders. Preliminary environmental scan was first conducted to obtain a valuable insight to the probable Strengths, Weaknesses, Opportunities and Threats of the institute. Participation was invited from various stakeholders including the Principal, Institutional coordinator for RUSA, Nodal officers of RUSA, Department Heads, teaching faculty, invited industry personnel and representatives from existing and pass-out students. Seven gradual steps were followed to finalize the SWOT Matrix. In the process, strengths and weaknesses were considered with respect to the Institution and in contrast, opportunities and threats are what that are outside of the Institution.



#### 2.2.2 SWOT MATRIX

#### STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS

#### **STRENGTHS**

- 1. College has its own land area of 2.99 Hectares. Awaiting fund for construction.
- **2.** Caters to a large rural population around Puducherry.
- **3.** The College is well within the city limits and well connected by road.
- **4.** This College is offering non-conventional, semi-professional under graduate degree courses in emerging areas such as Biotechnology, Applied Microbiology, Computer Applications, Statistics and Foreign Trade.
- **5.** College actively participates in multifarious social reform activities viz. NCC, NSS, Red Ribbon Club, Nature Club etc.
- **6.** The college has 16 class rooms and a Library; out of that 12 class rooms are housed at present in a temporary structure and 5 Laboratories with all sophisticated equipments.
- **7.** Only Government College with cutting edge courses.
- **8.** Centralized admission that is based on merit.
- **9.** Regular Teachers are recruited and they are actively involved in research activities. 90% of the faculties are regular as on date.
- 10. 1-2 faculty members hold Ph.D. Degree in every Department.

#### **WEAKNESSES**

- **1.** The college is run temporarily in the premises of the Government Girls' Higher Secondary School.
- **2.** Since the College was started in the year 2001,
  - **a.** The buildings have become old and needs refurbishing.
  - **b.** The student's furniture is in a bad condition.
  - **c.** The toilets need modernization.
  - **d.** The lab equipment are outdated and needs replacement to match the current needs.
- **3.** Not enough amenities for sports activities though playground is available.
- **4.** Additional classrooms are needed for proposed PG classes.
- **5.** Lack of modern classroom facilities.
- 6. Many students are from rural background and hence lack in communication skills

which act as a barrier for placement related activity.

- **7.** Lack of Language Labs to improve the communication skill of students.
- 8. Lack of encouragement towards research activities
- **9.** Lack of e-library and MIS.
- **10.** Limited Funds for the institution.

#### 2.2.2 SWOT MATRIX

### STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS

#### **OPPORTUNITIES**

- 1. The institution is in the peripheral urban area, accessible to many rural villages around Puducherry.
- 2. It is the first and only college to be started by the society formed by the Government with employment oriented semi-professional courses with low fee structure.
- 3. Fully qualified faculty strength.
- 4. Admissions on merit basis and their merit can be used for employment links with big cities nearby like Chennai and Bangalore.
- 5. Every Opportunity to claim for Autonomy stature.
- 6. Can be easily upgraded with PG courses, with existing faculty strength.
- 7. Urge of the management to create a model institution catering quality education to the students in the state.

#### **THREATS**

- 1. If the college does not get proper infrastructure competent students can move to neighboring states and economically poor students may have to look to private college paying heavy fees.
- **2.** Competitive ability of the student may decline if they do not get state-of-the-art technologies in the campus.
- **3.** Employability of the graduates will be affected due to their poor communication skills.
- **4.** Students will have problem in finishing the degree.

#### 2.2.3. ANALYSIS OF SWOT MATRIX

The relationship between the main opportunities and threats identified by the external analysis and the main strong and weak points considered in the internal analysis suggests a number of strategic action lines, which are summarized below.

# SWOT Analysis

#### STRENGTHS

- Caters to a large rural population around Puducherry.
- Offers non-conventional, semi-professional under graduate degree courses in emerging areas such as Biotechnology, Applied Microbiology, Computer Applications, Statistics and Foreign Trade.
- Separate labs for all Science courses
- Only Government College with low fee structure and cutting edge courses.
- · Students are admitted based on merit.
- Regular Qualified Teachers, who are actively involved in research activities. 1-2 faculty members hold Ph.D. Degree in every Department.

#### WEAKNESSES

- · Limited campus space.
- Lack of modern classroom facilities.
- · Lack of State of the art Labs
- Many students are from rural background and hence lack in communication skills which act as a barrier for placement related activity.
- Lack of Language Labs to improve the communication skill of students
- Less involvement of institute in research activities
- Lack of e-library and MIS.
- Limited Funds in the institution.

#### **OPPORTUNITIES**

- The institution is in the peripheral urban area, accessible to many rural villages around Puducherry.
- It is the first and only college to be started by the society formed by the government with employment oriented semi-professional courses with low fee structure.
- Fully equipped faculty strength.
- Admissions on merit basis and their merit can be used for employment links with big cities nearby like Chennai and Bangalore.
- Every Opportunity to claim for Autonomy stature.

- Introducing interactive teaching methodology.
- Claim for Autonomy stature
- Starting PG courses in the respective UG Departments
- Transportation facility may be arranged to pick and drop students
- Training Students in Personality Development
- Modernizing Classrooms and Labs.
- Modernizing Library
- Special Attention to students to finish Course
- Training teachers and administrators
- Modern campus facility with internet and Wi-Fi connectivity.
- Subscribing to online renowned journals

#### **THREATS**

- If the college does not get proper infrastructure competent students can move to neighboring states and economically poor students may have to look to private college paying heavy fees.
- Competitive ability of the student may decline if they do not get state-of-the-art technologies in the campus.
- Employability of the graduates will be affected due to their poor communication skills.
- Students will have problem in finishing the degree.
- Image Building through campus development and interaction with industry and local community
- Increasing enrolment ratio at institute level
- Developing innovative systems to increase academic success of students
- Involvement of institution in research activities
- Enhancement of work culture through trainings

2.2.4 S	FRATEGIC PLAN	NS FOR INSTITUTIONAL DEVELOPMENT
1	Academic Development	<ul> <li>Improving the learning outcomes, proficiency and employability of students by providing them the opportunity to expand their knowledge and skills through learning opportunities facilitated by latest technology.</li> <li>Widening of domain and contributing to the State and National GER through introduction of PG courses in relevant disciples.</li> <li>Expansion of new Career oriented courses offered to new sections of the public.</li> <li>Increasing academic success by reducing failure rates, dropout levels and the time to completion of courses.</li> </ul>
2	Training Needs of Students and Staff	<ul> <li>Optimizing internal synergies through specific training on motivation and behavioral domains and thus improving the coordination and performance of employees.</li> <li>Continuous upgradation of knowledge base of faculty through adequate exposure to current global practices.</li> <li>Improving institutional information management through MIS and thus improving the institutional operating efficiency.</li> <li>Strengthening institutional leadership</li> </ul>
3	Infrastructure	<ul> <li>To gradually improve the infrastructure parallel to demand of increasing admissions and introduction of new courses</li> <li>To facilitate a motivating teaching-learning and working environment through modern classrooms, Library and Campus.</li> <li>To create a relaxing zone with the improved provision of Landscaped areas, cafeteria, indoor sports facilities and GYM.</li> </ul>

2.3. SP	ECIFIC OBJE	CTIVES, EXPECTED RES	ULTS AND LINK TO SV	WOT
Sl. No.	Project Activity	Specific Objectives	<b>Expected Results</b>	Link to SWOT Analysis
1	Improving Employability of students	<ul> <li>To enhance the skills of students to have better employment opportunities.</li> <li>To train the students in technical and soft skills for enhancing their employment.</li> </ul>	<ul> <li>90% employability.</li> <li>Better quality of students as per the expectation of industries.</li> </ul>	Strengths:4, 7-10 Weakness:5,6,9 Opportunities:1,2, 4,7 Threats:2-4
2	Increased Learning Outcomes of the Students	<ul> <li>To improvise pedagogy practices for increased learning outcomes.</li> <li>To encourage students to share ideas globally using ICT infrastructure</li> </ul>	<ul> <li>Increase in transition rate of weak students.</li> <li>Increase in pass percentage.</li> <li>Improved students' performance.</li> <li>Change in the outlook of the student</li> <li>Industry ready student</li> </ul>	Strengths:5,10 Weakness:6-9 Opportunities:5-7 Threats:1,2,4
3	Obtaining autonomous status	To obtain academic autonomy	<ul> <li>Flexibility in curriculum design.</li> <li>Innovations in teaching-learning process.</li> </ul>	Strengths:4,58-10 Weakness:5,7,9 Opportunities:4-6 Threats:1,2,4
4	Organizing finishing school	<ul> <li>To improve the transition rate and pass percentage of socially backward and academically weak students.</li> <li>To enhance the employability of academically successful students.</li> </ul>	<ul> <li>Increase in pass percentage of academically weak students.</li> <li>Increase in employability of socially backward and academically weak students.</li> </ul>	Strengths:7-10 Weakness: 5,7,9 Opportunities:1,3, 6 Threats:1,2,4
5	Infrastructure	<ul> <li>Modernizing the existing Laboratories.</li> <li>Modernizing classrooms.</li> <li>To have Wi-Fi in the Campus.</li> <li>To modernize the infrastructure facilities to encourage indoor/outdoor sport within college campus.</li> </ul>	<ul> <li>Procurement of modern equipment for Labs, by replacing obsolete ones.</li> <li>Up-scaling the existing computer network for enabling Wi-Fi, LAN etc.</li> <li>Provision of data Centre facility with internet access.</li> <li>Procurement of modern equipment for sports activities and GYM.</li> </ul>	Strengths:1-3,6 Weakness:1-5 Opportunities:1,2 Threats:1,2

#### 2.4 ACTION PLAN FOR NEXT FIVE YEARS

• Improving employability of graduates.

The institution proposes to update the knowledge of students in the emerging areas. Need based training will be given to students with the help of experts from the respective field / industry. Finishing School concept will be implemented. This will improve the transition rate & employability of socially and academically weak students.

• Increased learning outcomes of the students.

(Upgrading Infrastructure and Learning Resource.)

- Refurbishing of existing building. Civil and Carpentry such as White Washing, Relaying of flooring, Repairing Windows, Change of student's furniture and Renovation of Boy's and Girl's Toilets.
- → Modernizing the existing lab such as Computer Lab, Statistics Lab, Biotechnology Lab, Applied Microbiology Lab and Biochemistry Lab, with state-of-the art equipment and Air-conditioning units. Establishment of new Biological Science Lab
- → Modern classroom facilities such as LCD projector and Laptops and Modern campus facility with internet and Wi-Fi connectivity and covered parking.
- Academic autonomy for the Institution.

The institution proposes to obtain academic autonomy for the institution for increasing the employability rate, flexibility in curriculum design, introduction of innovations in teaching-learning process. For this a separate detailed proposal will be submitted by the institution to Govt. of Puducherry. A committee will work for preparing the proposal to achieve autonomous status.

Accreditation for the institution.

The institution plans to get accredited by NAAC, to become a renowned institution with excellent infrastructure facilities in the U.T. of Puducherry. As per the guidelines stipulated by the NAAC, the proposal will be submitted shortly.

• Improving interaction with industry

Existing tie up with ICT academy and offers training and placements for the students. Looking forward for many more tie ups and foresees 90% placement in the coming years. Looking forward for autonomy which will also influence industry interactive curriculum.

- Enhancement of research and consultancy activities
  - → Modern Computerized Library with e-learning materials.
  - → Computerization of all Academic and Administrative Departments.
  - → Access to renowned journals such as IEEE and ACM to the faculty members, so that they can pursue their research goals and be linked to the latest development in their respective area of specialization.

2.4	.1. IMPROVI	NG EN	ИPL	OYA	BILI	TY												
		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1-3	4 - 6	7 - 9	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	7 - 9	10 - 12
	To tr	ain the	stude	nts in	tech	nical a	and so	oft ski	ills fo	r enha	ancin	g thei	r emp	loyat	oility			
1	Formulation of a committee																	
2	Identification of need based ICT and soft skills programs																	
3	Identification of resource persons / experts for technical and soft skills																	
4	Framing time schedule																	
5	Conducting technical and soft-skill training																	
6	Planning for placement activities																	

2.4	.2. INCREASE	D LE	AR	NIN	G O	UT	COI	MES	S OI	F TH	HE S	STU	DE	NTS				
		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6 - 2	10 - 12
		To imp	provis	e ped	agogy	prac	tices	for in	creas	ed lea	rning	g outc	omes		ı			
1	Formulation of a committee																	
2	Identification of areas of students improvement																	
3	Identification of programmes for Industrial training, remedial classes, etc.,																	
4	Establishment of e-campus and digital library																	
5	Identification and procurement of e- learning materials for digital library																	
6	Update library with latest books and technical journals																	
7	Up gradation of language lab																	
8	Framing time schedule to conduct training programmes																	
9	Conducting of programmes and training																	

	2.4.3 OBTA	ININ	G A	UT	ONO	)M(	DUS	ST	ATU	JS								
		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6 - 7	10 - 12	1.3	4 - 6	6 - 2	10 - 12	1.3	4 - 6	6 - 7	10 - 12
			l		To	btain	acad	emic a	auton	omy							l	
1	Constitution of the Board																	
2	Training of faculty about the concept of autonomy																	
3	Up gradation of infrastructure																	
4	Framing rules and regulation for autonomous institution																	
5	Formation of academic council BOE, Examination Cell and Finance Committee																	
6	Design of curriculum, Implementation and method of training																	
7	Framing time schedule for conduct of examination declaration results																	
8	Formulation of new methods of continuous internal assessment																	
9	Conduct of Educational Programmes as per market needs																	
10	Deputation of faculty for academic improvements																	
11	Framing financial guidelines, fixing of fees and other charges																	
12	Preparation & Submission of proposal autonomy																	

## 2.4.4. ACCREDITATION OF THE INSTITUTION

		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1 - 3	4 - 6	6 - 2	10 - 12	1 - 3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1 - 3	4 - 6	6 - 2	10 - 12
1	Formation of committee for accreditation																	
2	Identification of Institutional preparation for accreditation and its execution																	
3	Identification of areas for infrastructure development																	
4	Up gradation of basic amenities																	
5	Identification of faculty and student preparation for accreditation and its execution.																	
6	Upgradation of equipment, library, laboratories / workshop and classrooms as per UGC norms																	
7	Compilation and documentation																	
8	Applying for accreditation																	

2.4	.5. IMPROVIN	G INT	ΓERA	CTI	ON V	ΝIΤΙ	H IN	DUS	TRY									
		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12
		Т	o tie-	up wi	th In	dustri	es for	effec	tive t	rainir	ng of s	stude	nts					
1	Execute a formal MoU with Companies																	
2	Identify and frame need based curriculum with active participation with Industries																	
3	Conduct of Industrial training & visit for faculty and students																	
4	Modernization of laboratories in association with industries																	
5	Facilitation of testing, consultancy with involvement of staff and students																	
6	Facilitation of industry person to work as visiting faculty																	
7	Promote internal revenue generation activities																	

2.5	ORGANIZINO	6 FINI	SHIN	NG S	СНО	OL												
		2014		20	15			20	16			20	17			20	18	
Sl. No	Key Activities	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	7 - 9	10 - 12	1-3	4 - 6	6-7	10 - 12
	To improve the t	ransitio	n rat	e and	pass ]	percei	ntage	of soc	ially	backv	vard a	and ac	adem	ically	weak	stud	ents	
1	Formation of a committee for finishing school																	
2	Identifying socially backward and academically weak students																	
3	Identifying the areas in which remedial coaching is required																	
4	Conduct of high intensity coaching to improve their competency at entry level																	
5	Identify the areas for remedial coaching in subjects.																	
6	Framing time schedule for remedial coaching																	
7	Conduct of remedial coaching classes.																	
8	Conduct of high intensity coaching in soft skills																	
9	Organizing campus interview																	
10	Collecting feedback and re-plan if necessary																	

## 2.6. STARTING NEW PG PROGRAMS

This College has already initiated the process of starting PG programmes in Computer Science and Commerce. Despite administrative approval, the college is waiting for University affiliation which is being delayed due to insufficient infrastructure requirements stipulated by the university. Further, the College also proposes to start post-graduate programmes in Statistics, Biotechnology and Applied Microbiology in its action plan.

		2014		20	15			20	16			20	17		2018				
Sl. No	Key Activities	10 - 12	1-3	4-6	6 - 2	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	6 - 2	10 - 12	1-3	4 - 6	6 - 2	10 - 12	
1	Seeking Approval from Government																		
2	Preparing Necessary Infrastructure																		
3	Recruiting faculty																		
4	Affiliation Procedures (N.A. if Autonomy is given)																		
5	PG Department for Computer Science																		
6	PG Department for Foreign Trade																		
7	PG Department for Statistics																		
8	PG Department for Biotechnology																		
9	PG Department for Applied Microbiology																		

#### 2.7. TRAINING NEED ANALYSIS

#### TRAINING NEED ANALYSIS FOR FACULTY

Teaching faculties of Arts and Science colleges undergo UGC conducted programs like Orientation & Refresher courses. These courses alone cannot equip the faculties to cope up with students of present and upcoming generations. Hence, various training programs are required to update their knowledge according to the recent trends. They can also be trained on new subjects that are introduced in the curriculum and syllabi updating process. This training program can take up initiatives in training the faculty members in the teaching methodologies for fresh and experienced faculties to update the knowledge and skills periodically. After a thorough study by a questionnaire, regarding the training need for the faculty an analysis was made and the report on the areas of training need is drafted hereunder. To carry out training need analysis of the institute six different questionnaires were developed.

Questionnaire No.	Target group	Objective
1	Heads of administrative and all academic departments of college	To assess general information related to infrastructure available in the college, status of post filled/ vacant, qualification of faculty and other staff etc.
2	All faculty and staff members of college	To identify the training needs of faculty and other staff in opinion of their immediate senior
3	Senior faculty and staff members of college	To identify the training needs of faculty and other staff in opinion of their immediate junior
4	All faculty and staff members of college	To identify training needs of employees of all cadres in opinion of their colleagues.
5	Existing/ pass out students, industry personnel, concerned with all disciplines	To collecte information related to satisfaction level and expectations of students, industry persons and other stakeholders about various services provided by the institute
6	All faculty and staff members of college	To capture one's own perception of his/ her training needs

The information collected through such questionnaires is summarized under following categories.

- → Work related problems
- → Nature of repeatedly observed work related problems
- → Training needs if given an opportunity at a higher level

SI. No.	POST	WORK RELATED PROBLEMS	MAJOR TRAINING NEEDS
1	Teaching Staff	→ Communication problems	ACADEMIC
	reaching Stair	<ul> <li>→ Communication problems</li> <li>→ Difficulty in using ICT tools for teaching.</li> <li>→ Lack of Hands on experience with new computer software.</li> <li>→ Lack of industry interface to educate and guide students.</li> <li>→ Additional charges other than academic duties such as admission.</li> <li>→ Mutual trust, Attitude, Coordination, and Commitment</li> <li>→ Tolerance and patience</li> </ul>	Industrial & laboratory Trainings and interactions with subject experts; Industrial projects, Research projects and paper presentations; Refresher courses; Developing learning resource materials; Workshop organization; Subject Oriented In-house training; Faculty Development Program on ICT; Organizing Conferences.  ADMINISTRATIVE  Administrative and financial management, Project Management, Record management, Office procedure, MIS and e-governance  COMPUTER APPLICATIONS  Competencies in operating computers, working with basic software like MS Office (word, excel, power point) Advanced trainings in Computer applications and subject related software Trainings for development of Projects and presentations.  INTERPERSONAL SKILLS  Training for developing interpersonal skills, Trust and Positive attitude, Quality consciousness, Time management and stress management and Professional ethics
2	Supporting technical Staff	→Engaged in other duties  →Increased workload on available staff  →Communication problems, Attitude, Co-ordination, Comprehension and interpretation of instructions, commitment  →Lack of field exposure  →Lack of appreciation and encouragement  →Lack of career advancement opportunities	Industrial and laboratory training, Hands on experience in field Training and interactions with subject experts. Applied projects with industry, involving junior staff and students. Basic maintenance and upkeep of labs.  COMPUTER APPLICATIONS  Competencies in operating computers, working with basic software like MS Office (word, excel, power point) Trainings in subject related software - MIS Computer typing General Computer maintenance  INTERPERSONAL SKILLS  Training on developing written and verbal communication Training for developing interpersonal skills Trust and Positive attitude Spoken English

3	Administrative Staff	→Engaged in other duties  →Increased workload on available staff  →Communication problems, Attitude, Co-ordination & Commitment	COMPUTER APPLICATIONS  Competencies in operating computers, working with basic software like MS Office (word, excel, power point) Trainings in subject related software like MIS, Computer typing and General Computer maintenance  INTERPERSONAL SKILLS  Training on developing written and verbal communication Training for developing interpersonal skills Trust and Positive attitude Spoken English
4	Group-D & Lab Attenders	→Engaged in other duties  →Communication problems,    Attitude,  →Lack of incentives  →Lack of appreciation and encouragement  →Lack of career advancement opportunities	General upkeep of equipment, Health and hygiene, Stress management and Interpersonal communication.

IDENTIFIED TRAINING AREAS	
Training area	Frequency
Office procedure	15
Record management	20
Project Management	20
Use of Computer	30
Guidance, counseling and monitoring	30
Problem solving and decision making	25
Time management	25
Managing People at work	15
Working in a team	25
Laboratory Management	30
Library Management	10
MIS and e-governance	20
Maintenance of Equipment	25

CONTENT UPDATING IN EMERGING AREAS (DEPARTMENTWISE)	
Training area	Frequency
DEPARTMENT OF BIOTECHNOLOGY	
Basic techniques in Molecular Biology	
Safety measure in Biology labs	
Basic skill in laboratory techniques	•0
Hands on training - mushroom cultivation	20
Training on Vermicomposting	
Basic cell culture techniques	
Molecular characterization of macromolecules	
Training on Bioinformatics tools and software	
DEPARTMENT OF FOREIGN TRADE	
Training on Income Tax filing and PAN operations	
Forex market operations	
Advanced MS EXCEL package	• 0
Training on Banking operations	20
Training on Capital Market (Share marketing)	
Market Research	
Corporate Etiquette	
Small business management	
DEPARTMENT OF STATISTICS	
Training on Statistical Package for Social Sciences	
Six sigma	• 4
Statistical techniques for Data mining and business analytics	24
Applied optimization models and computation	
Statistical process control for continual improvement	
Minilab and SAS	
DEPARTMENT OF COMPUTER SCIENCE	
Emerging trends in Information Technology	
Career opulent in IT	
Networking - CCNA	
Multimedia & Animation Technology	
.NET & SQL server	25
Java programming	25
E-publishing	
Ethical Hacking	
Hardware and Chip Level servicing	
Soft computing	
Web Technology & Website creation	
XML programming & PHP	
DEPARTMENT OF APPLIED MICROBIOLOGY	40
Training on Laboratory techniques	20
Safety measure in Biology laboratory	

#### INSTITUTIONAL DEVELOPMENT PROPOSAL

Hands on training on microbial diversity
Bio analytical techniques
Training on PCR Techniques
Hands on training on various types of microscopes
Fermentation techniques
Industrial visit on microbial applications

#### TRAINING NEED ANALYSIS FOR STUDENTS

In the present scenario, the competitive world expects a person to be an all-rounder. It expects a person who seeks for a job to possess all other requirements like soft skills, knowledge on operating computers, handling the instruments, working skill in laboratory, in addition to, their subject knowledge. As every industry practices Quality Assurance and Control, it is mandatory to extend the same in Institutions also to ensure quality in which the students are developed. The Quality Assurance Cell takes care of the overall development of the students Academics, Technical Skills, Personality and Soft Skills. The end result is to make them employable and place them in best establishments. Our college already established the Students Placement Cell and placed many students in various companies and laboratories. A thorough analysis made with the students who had been placed in various Industries & laboratories from our college to cull out the challenges and difficulties based on which a detailed study was made and the following training areas were selected for the students.

#### **OBJECTIVE**

In this fast moving modern world, a student's growth cannot be measured only by his academic excellence, but also by his overall and all-round personality. Along with the curriculum, we have to give them the required opportunities to get exposed to the modern world. Hence, the students need extra services other than their regular academic classes, to improve their skills so as to compete the competitive world. This will surely add values to the formal education of our students.

PROBLEM	MAJOR TRAINING NEEDS
→ Lack of Technical Knowledge.	ACADEMICS
→ Lack of exposure.	Organize special training programs to enhance the academic performance and technical skills of students. Organize
$\rightarrow$ Poor Socio-economic status.	remedial classes (Tutorials) Arrange Industrial & Laboratory training for students. Identify student project work in
→ Less awareness of the parents	industries, Encourage the Industry to collaborate in Industry
about the education system.	Study Tour Programmes (ISTP). Organize in-house training programmes Organize Seminars/ symposiums/ special lectures
→ Communication problem.	by eminent personalities, academicians, leading scientists and
<ul><li>→ Attitude.</li><li>→ Lacunae to work hard.</li></ul>	professors at regular intervals to update the technical knowledge. Arrange Technical festivals / open houses. Student design competitions Provide In-Plant training Provide placement services.
→ Behavioural Change in student.	CAREER GUIDANCE & COUNSELLING
→ Irregular Attendance.	Offer career guidance and counselling. Interaction with parents and alumni to share their views. Organize coaching
→ Insufficient guidance.	classes to improve student competency.
→ Inability for decision making.	PERSONALITY DEVELOPMENT
$\rightarrow$ Family situation.	Organize personality development programmes on soft skills (Communication skills, personality development, Public
$\rightarrow$ Tolerance and patience.	Speaking, Group Discussion, Interview Skills, and Interpersonal Skills etc.).

## **IDENTIFIED TRAINING AREAS** TRAINING PROGRAMMES ON SOFT SKILLS SI. No. NAME OF THE PROGRAMME 1. People Management and Team Building 2. Stress Management. 3. **Motivation and Creativity** 4. Effective Time Management 5. **Communications Skills** 6. Yoga and Meditation 7. Human Values - Value Education 8. Entrepreneurship development among students 9. How to quit quitting? 10. **Improving Social Skills** 11. **Becoming Mentally Strong Person** 12. Healthy mind in Healthy Body 13. **Overcoming Shyness** 14. Interpersonal skills and Intrapersonal skills 15. Leadership Qualities 16. Art of Public Speaking

DEPARTMENT	OF BIOTECHNOLOGY											
SI. No.	SI. No.  NAME OF THE PROGRAMME  1. Basic techniques in Molecular Biology  2. Safety measure in Biology labs  3. Basic skill in laboratory techniques  4. Hands on training - mushroom cultivation  5. Training on Vermicomposting  6. Basic cell culture techniques  7. Molecular characterization of macromolecules  8. Training on Bioinformatics tools and software  EPARTMENT OF FOREIGN TRADE  SI. No.  NAME OF THE PROGRAMME  1. Training on Income Tax filing and PAN operations  2. Forex market operations  3. Advanced MS EXCEL package  4. Training on Banking operations  5. Training on Capital Market (Share marketing)  6. Market Research  7. Corporate Etiquette  8. Small business management  EPARTMENT OF STATISTICS  SI. No.  NAME OF THE PROGRAMME  1. Training on Statistical Package for Social Sciences											
1.	Basic techniques in Molecular Biology											
2.	Safety measure in Biology labs											
3.	Basic skill in laboratory techniques											
4.	Hands on training - mushroom cultivation											
5.	Training on Vermicomposting											
6.	Basic cell culture techniques											
7.	Molecular characterization of macromolecules											
8.	Training on Bioinformatics tools and software											
DEPARTMENT	OF FOREIGN TRADE											
SI. No.	NAME OF THE PROGRAMME											
1.	Training on Income Tax filing and PAN operations											
2.	Forex market operations											
3.	Advanced MS EXCEL package											
4.	Training on Banking operations											
5.	Training on Capital Market (Share marketing)											
6.	Market Research											
7.	Corporate Etiquette											
8.	Small business management											
DEPARTMENT	OF STATISTICS											
Sl. No.	NAME OF THE PROGRAMME											
1.	Training on Statistical Package for Social Sciences											
2.	Six sigma											
3.	Statistical techniques for Data mining and business analytics											
4.	Applied optimization models and computation											

5.	Statistical process control for continual improvement
6.	Minilab and SAS
DEPARTMENT	OF COMPUTER SCIENCE
Sl. No.	NAME OF THE PROGRAMME
1.	Emerging trends in Information Technology
2.	Career opulent in IT
3.	Networking - CCNA
4.	Multimedia & Animation Technology
5.	NET & SQL server
6.	Java programming
7.	E-publishing
8.	Ethical Hacking
9.	Hardware, A+, Chip Level servicing
10.	Soft computing
11.	Web Technology & website creation
12.	XML programming & PHP
DEPARTMENT	OF APPLIED MICROBIOLOGY
SI. No.	NAME OF THE PROGRAMME
1.	Training on Laboratory techniques
2.	Safety measure in Biology laboratory
3.	Hands on training on microbial diversity
4.	Bio analytical techniques
5.	Training on PCR Techniques
6.	Hands on training on various types of microscopes
7.	Fermentation techniques
8.	Industrial visit on microbial applications

## 2.8. ACTION PLAN FOR STAFF TRAINING

# 2.8.1. Faculty Training

	No. Of 2014 2015 2016 2017 2018																				
			No. Of				20	15			20	16			20	17		2018			
Sl. No	Key Activities	Faculty	Days	Person Days	10 - 12	1-3	4-6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4-6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12
1	Basic Pedagogy	20	28	560																	
2	Advanced pedagogy	12	15	180																	
3	Subject/domain knowledge	32	7	224																	
4	Attending workshop, seminar & conferences	32	2	64																	
5	Soft skills and Management programmes	32	7	224																	
6	Improving consultancy capabilities	32	7	224																	
7	Improving Faculty qualification	2	365	730																	

2.8	3.2. Suppor	ting	g Te	chn	ical S	Staf	f an	d N	on -	Te	chni	ical	Sta	ff							
		No. Of 2			2014	2014 2015				2016					20	17		2018			
Sl. No	Key Activities	Faculty	Days	Person Days	10 - 12	1-3	4-6	7-9	10 - 12	1-3	4 - 6	7 - 9	10 - 12	1-3	4-6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12
1	Training on usage of Lab equipment	5	3	15																	
2	Maintenance and service of lab equipment	5	12	60																	
3	Soft skills	5	5	25																	
4	Communication skills	5	5	25																	
5	Personality / Attitude development	5	5	25																	

		No. Of		2014	2015			2016			2017			2018							
Sl. No	Key Activities	Faculty	Days	Person Days	10 - 12	1-3	4 - 6	7 - 9	10 - 12	1-3	4-6	6-7	10 - 12	1-3	4 - 6	6-7	10 - 12	1-3	4 - 6	7 - 9	10 - 12
1	Administrative knowledge as per Rules	3	5	15																	
2	Communication skills	5	5	25																	
3	Personality/Attitude development	5	5	25																	
4	Soft skill/Computer training	5	5	25																	
5	Documentation and Office Automation	5	5	25																	
6	Library Management skill	1	5	5																	

#### 2.9. RELEVANCE OF IDP

As India moves progressively towards becoming a 'Knowledge economy' it becomes increasingly important to focus on advancement of skills and these skills have to be relevant to the emerging economic environment. "The vision, strategy and core principles of the skill development mission have been articulated clearly in the Prime Minister's Nation Council on Skill Development. The vision has massive ambition manifesting in creation of 500 million skilled people by 2022. Confederation of Indian industries (CII) jointly with IPER in its report "Madhya Pradesh – The Skills Ecosystem" has estimated incremental human resources requirement of 1,813,790 in Engineering, 14,806,299 in IT and ITeS, and a total of about 300Mn skilled work force by 2022.

The Indira Gandhi College of Arts and Science, Puducherry, under RUSA proposes Institutional Development Plan with the goals to be implemented and achieved over the next five years. The IDP proposal consists of budget allocation for:

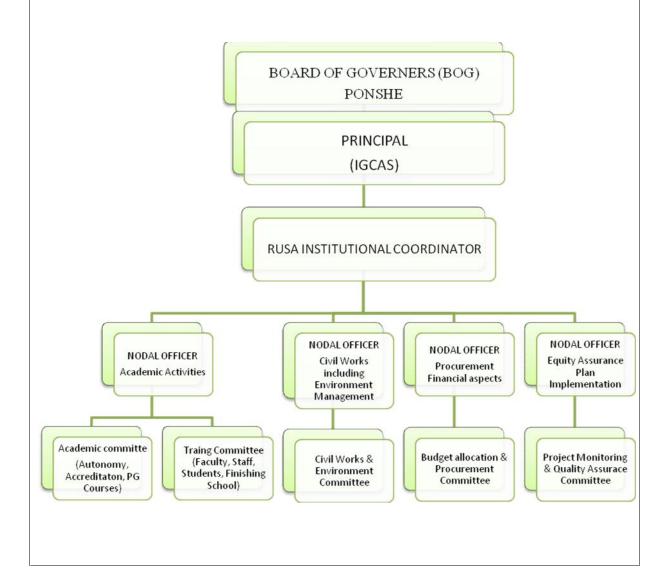
- New construction of Academic and Administrative building for proposed new courses under component 7 (Infrastructure grant to Colleges)
- Introduction of two/five new Post Graduate courses in the field of Computer Science,
   Commerce, Statistics, Biotechnology and Applied Microbiology.
- New Faculty positions against proposed new courses under component 10 (Faculty Recruitment Support)
- Training of Faculty and Administrators under component 11 (Faculty Improvement) and 13 (Leadership Development of Educational Administrators)

# 2.10. PARTICIPATION OF DEPARTMENTS/FACULTY IN IDP PREPARATION AND IMPLEMENTATION

The Principal, Nodal officers of RUSA, Department Heads, Teaching faculty of all disciplines, invited industry personnel and representatives from existing and pass-out students were actively involved in analyzing, listing the Strengths, Weaknesses, Opportunities and Threats of the institution. A Brainstorming session was conducted as per the requirement for the purpose of SWOT analysis. A team of faculty members assisted the Principal in the preparation of Institution Development Proposal after many deliberations. During this course of deriving the IDP, all Heads of Department and faculty members were free to present their own proposals and assisted the Principal in getting the relevant data and information.

#### 2.11. INSTITUTIONAL PROJECT IMPLEMENTATION ARRANGEMENTS

Indira Gandhi College of Arts and Science (IGCAS) is run by the Pondicherry Society for Higher Education (PONSHE). It is functioning under the Chairmanship of the Secretary to Govt. (Education), Govt. of Puducherry. The Director of Higher & Technical Education of Puducherry is the Member Secretary. This college, affiliated to Pondicherry University started functioning in Puducherry from the academic year 2001-2002. As per the guidelines of RUSA, the management structure at the institutional level along with a Project Monitoring Unit will be at the helm of affairs to monitor the progress of institutional projects on a regular basis and provide guidance for improving the performance of the institutions in project implementation.



2.1	2. INSTITUTIONAL PROJECT BUDG	ET						
0		LIFE	FINANCIAL YEAR (Rs. in Crores)					
SL. NO	ACTIVITIES	PROJECT LIFE ALLOCATION	2014-15	2015-16	2016-17	2017-18	2018-19	
1	Infrastructure							
	1. Modernization and strengthening of laboratories	4.42	.70	.72	1.0	1.0	1.0	
	2. Establishment of new laboratories for existing UG and PG programs and for new PG programs	3.8	.80	.90	.70	.70	.70	
	3. Modernization of classrooms	.15	.03	.03	.03	.03	.03	
	4. Updation of Learning Resources	.10	.02	.02	.02	.02	.02	
	5. Procurement of furniture	.15	.03	.03	.03	.03	.03	
	6. Establishment/ Upgradation of Central and Departmental Computer Centers	.15	.03	.03	.03	.03	.03	
	7. Modernization/improvements of supporting departments	.07	.01	.02	.02	.02	.02	
	8. Modernization and strengthening of libraries and increasing access to knowledge resources	.20	.04	.04	.04	.04	.04	
	9. Refurbishment (Minor Civil Works)	.10	.02	.02	.02	.02	.02	
2	Research and development support							
	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	-	-	-	-	-	-	
	Provision of resources for research support							
	Enhancement of R&D and institutional consultancy activities	.05	.01	.01	.01	.01	.01	
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	.05	.01	.01	.01	.01	.01	
4	Institutional reforms							
	Technical assistance for procurement and academic activities	.05	.01	.01	.01	.01	.01	
	Institutional management capacity enhancement	.05	.01	.01	.01	.01	.01	
5	Academic support							
	Creation of new departments/courses	.17	.05	.03	.03	.03	.03	
	Enhanced Interaction with Industry	.08	.01	.01	.02	.02	.02	
	Student support activities	.10	.02	.02	.02	.02	.02	
6	Others i) Construction of Buildings	4.4	1.3	1.0	.7	.7	.7	
	TOTAL (in Crores)	14	3.0	2.9	2.7	2.7	2.7	

INDICATOR	WEIGHTAGE	PRESENT	PRESENT	TARGET	TARGE
GOVERNANCE QUALITY INDEX - 16%		RATING	SCORE	RATING	SCOR
% of Faculty Positions vacant	2.0%	NIL	2.0	2.0	2.0
% of Non-permanent faculty	4.0%	12%	3.52	0%	4
% of Non-teaching staff to teaching Staff	3.0%	29%	0.87	30%	0.9
Total no of under graduation programs	1.0%	5	1	5	1
Total no of post graduate programs	1.0%	NIL	0	5	1
Total no of doctoral programs	1.0%	NIL	0	0	0
<del>-</del> <del>-</del>	2.0%				2
Faculty appointment - turn around/ cycle time in months		6 months	2 1 month		
Delay in payment of monthly salary payment of faculty	2.0%	NIL	2	NIL	2
ACADEMIC EXCELLENCE INDEX - 21.	5%	1	1	<u> </u>	
Delay in exam conduction and declaration of results	3.5%	NIL	3.5	NIL	3.5
Plagiarism Check	1.0%	NA	0	YES	1.0
Accreditation	4.0%	NIL	0	NAAC	1.0
Геаcher Student ratio	4.0%	1:14	4.0	1:14	4.0
% of Visiting professors	1.0%	NIL	0	NIL	0
% of graduates employed by convocation	0.5%	6%	.03	50%	0.25
% Number of students receiving awards at National and International level	0.5%	2.2%	.01	25%	.125
% of expenditure on Library, cyber library and laboratories per year	1.0%	.02%	.02	10%	.1
Ratio of expenditure on teaching staff	1.0%	6.6:1	.15	5:1	.2
salaries to non-teaching staff salaries					
% of faculty covered under pedagogical	1.0%	100%	1	100%	1
raining					
% of faculty involved in "further education"	0.5%	47%	0.24	50%	.5
Dropout rate	1.5%	2.2%	1.17	0%	1.5
No. of foreign collaborations	1.5%	0	0	YES	.75
Subscription to INFLIBNET	0.5%	NIL	0	YES	0.5
EQUITY INITIATIVE INDEX - 12.5%	1	T	T		
SC Student%	3.0%	15.2%	.45	15.2%	.45
ST Student%	3.0%	.22%	.006	.22%	.006
Gender Parity (Male : Female)	3.0%	1:1.46	2	1:1.46	2
Jrban to Rural Student population	2.0%	85:15	0.35	85:15	0.35
Existence of CASH	0.5%	Women's Cell Available	0.5	Women's Cell Available	0.5
Existence of Social Protection Cell	0.5%	Anti-Ragging Committee	0.5	Anti-Ragging Committee	0.5
Language assistance programs for weak students	0.5%	Soft Skill Development programs	0.5	Soft Skill Development programs	0.5

REASERCH AND INNOVATION INDEX					
Per-faculty publications	2.0%	2.5%	.05	25%	.75
Cumulative Impact Factor of publication	3.0%	-	0	50%	1.5
H Index of scholars	2.0%	NIL	0	50%	1
% of staff involved as principal researcher	1.0%	NIL	0	10%	.1
% of research projects fully or more than	2.0%	NIL	0	10%	.2
50% funded by external agencies, industries etc.	2.070			1070	
Total no of patents granted	1.0%	NIL	0	10%	.1
% of faculty receiving national/ international awards	1.0%	NIL	0	10%	.1
% of research income	1.0%	NIL	0	25%	.25
Doctoral degrees awarded per academic staff	1.0%	NIL	0	5%	.05
% doctoral degrees in total number of	3.0%	N.A.	0	0	0
degrees awarded					
% expenditure on research and related	1.0%	N.A	0	0	0
facilities					
Digitization of Masters and Doctoral thesis	0.5%	N.A	0	0	0
UPE/CPE	3.5%	N.A.	0	0	0
% of Income generated from non-grant	2.0%	NIL	0	50%	1
sources					
STUDENT FACILITIES - 15%					
No. of new professional development	1.0%	2	1	10	1
Programs (per year)					
Existence of Placement Cells and Placement	1.0%	Available	1	Available	1
Policy					
% of expenditure on infrastructure	3.0%	.01%	.003		
maintenance and addition					
Availability of hostel per out-station female student	3.0%	NIL	0	Available	3
Availability of hostel per out-station male student	2.0%	NIL	0	Available	2
% of students on scholarship	2.0%	15.3%	0.3	25%	.75
Average scholarship amt per student /year	1.0%	4500	1	5000	1
Student Experience Surveys	1.0%	Informal Feedback	1	Formal Feedback	1
Graduate Destination Surveys	1.0%	Informal Interaction	1	Formal Interaction	1
INFRASTRUCTURE AND OTHERS - 119	%				
%Income generated from training courses	1.0%	NIL	0	25%	.25
% Income generated from consulting	1.0%	NIL	0	25%	.25
Infrastructural sufficiency	3.0%	60%	1.8	100%	3
Computer coverage (Comp:Student)	3.0%	1:4.7(21%)	.64	50%	1.5
Internet connectivity of Campus	3.0%	Broad Band Connectivity	2	Higher Bandwidth	3
		1 Mbps		10 Mbps	

#### 2.14. ACTION PLAN FOR SUSTAINABILITY

On project completion, the College will be autonomous in curriculum design and its implementation; will have increased pass percentage, with all its Degree Programmes accredited by NAAC; will have five Post Graduate Degrees in unique cutting edge disciplines with more number of channels for Innovation and Research, increased employability as per the needs of the industry. The institution will emerge as a "Centre for Excellence" with modernized infrastructure fuelling the increase of intake of students. The innovations introduced in teaching methods will attract the rural youth to become skilled and technically trained work force for the betterment of the family, society and Nation at large. The institution will so become renowned in the region, thereby increasing the avenues of internal revenue generation through consultancy services to industries and government establishments, sponsored research projects, revenue generation through Industry-Institute interactive programmes ensuring mutual benefits, revenue generated by training programmes conducted for students from nearby educational institutions, increased fee structure of students etc. Definitely Indira Gandhi College of Arts and Science will sustain and enhance the activities proposed in this IDP with continued support of the Central and State Government.