



Office of the Principal

Govt. Maharishi Arvind College Gohad

Email ID- hegmathbhi@mp.gov.in , Phone No. 07539-221246

No :- 1081/2018

Dated 08.03.2018

To,

The Special Duty Officer
World Bank Project
RUSSA Office, Satpuda Bhavan
Bhopal M.P.

Sub. : **Submission of IDP.**

Dear Sir,

In response to your guideline. I here by enclosed Institutional Development Plan for further process.

Thanking You

Encl. – FINAL IDP

Yours Sincerely
Dr. Asharam Sagar

प्राचार्य

गायत्रीय महर्षि अरविन्द महाविद्यालय
गोवर्द्ध जिला धिण्ड (म.प्र.)

Copy to:

Dr.D.L. Sunder IIM. Indore, for information and necessary action pleases.

INSTITUTIONAL DEVELOPMENT PLAN (IDP)

(Under the World Bank supported Madhya Pradesh Higher Education Quality Improvement Project)

To be submitted to

Department of Higher Education Government of Madhya Pradesh

From

GOVT. MAHARISHI ARVIND COLLEGE

Ward 17, Gohad Road, Gohad 477116, Ph. 07539-221246

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General Instructions

- I. Objectives of the IDP:
 - i. Articulation of the Vision and Mission of the college.
 - ii. To carry out a needs assessment and based on wide consultations with stakeholders to identify the goals, priorities and commitments of the college that are aligned with the Vision and Mission.
 - iii. List the activities that would help in achieving the goals, clearly highlighting the milestones and timelines for them.
 - iv. Using a Resource Based View, identify resource gaps and action plans to bridge these gaps.
 - v. Develop annual activity plans that would help achieving the institution's goals. The milestones under each activity plan will also serve as a tool for monitoring the implementation of the IDP.
- II. The IDP will be prepared for a period of five years, and contain a description of measures that would ensure sustainability up-to the 10th year.
- III. The IDP will be a living document, evolving as the strategic plans are implemented and reviewed. The indicators and targets, however, will be agreed upon in an MOU between the Department of Higher Education and the college. These can only be amended with the Department's consent.
- IV. Data on any variable contained in any part of the IDP shall be drawn from the same source when it appears in any other part of the IDP.
- V. Steps for developing the IDP:
 - i. Identify the Coordinator(s) in charge of developing the IDP and assign responsibilities.
 - ii. Carry out the analysis to identify focus areas. Document the consultations held and the conclusions reached.
 - iii. Based on the above assessment, identify the goals, priorities and commitments of the college.
 - iv. Draft an initial version of the IDP highlighting the focus areas, goals and the milestones with the timelines.
 - v. Identify the activities required to achieve the goals stated in the IDP and incorporate them into annual activity plans.
 - vi. Share the initial draft of the IDP for comments and suggestions.
 - vii. Finalize the IDP, based on the comments received.
- VI. IDP implementation grants will be awarded based on a competitive selection process carried out by a committee appointed by the Department of Higher Education.
- VII. The college / institution will be responsible for reporting to the Department of Higher Education the details of IDP implementation and progress against targets, as per the timelines and formats prescribed by the Department and contained in the MOU.

GOVT. MAHARISHI ARVIND COLLEGE

Ward 17, Gohad Road, Gohad 477116, Ph. 07539-221246

Email - hegmachbhi@mp.gov.in website : www.mphighereducation.nic.in/0206



To transform the youth of Gohad and around into responsible citizens and fit for the service of the Nation, Shri Rameshwar Dayal Gupta, Shri Laxmi Narayan Lohiya, Shri Bhoore Lal Firozia, Dr. Banwari Lal Rishishwar and all the respected and responsible citizens of Gohad worked together tirelessly and in 1973 their collective and unending efforts yielded fruit with the establishment of “**Maharishi Arvind College**”. Later on in July 1987 the college was taken over by the State Govt. of Madhya Pradesh.

Today, “**Maharishi Arvind Govt. College**” is the only Govt. College situated in Gohad Tehsil. Since its inception, the college has been imparting education to the students from all sections of society. The college is

committed to educating its students through teaching, research and other scholarly activities as per the requirements of its stakeholders, and to preparing them to meet the new challenges of rapidly changing society.

INSTITUTIONAL DEVELOPMENT PLAN

BASIC INFORMATION OF INSTITUTE				
Name of the Institution		GOVT. MAHARISHI ARVIND COLLEGE		
The regulatory body approving the institution		Dept. Of Higher Education Govt. Of M.P.		
Furnish approval no.		2f & 12b, UGC		
Type of Institution(Govt. /Govt. aided/Private unaided /Self-financing/ Any Other)		Government Institution		
Status of Institution		Non-Autonomous		
Name of Head of the Institution		DR. ASHA RAM SAGAR		
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.Asha Ram Sagar	07539-221246	9754573735	gmacgohad@gmail.com
IDP Institutional Coordinator	Shri Rakesh Kumar Sharma	07539-221246	9926828485	rakeshkumarsharma2964@gmail.com
IDP Institutional Associate Coordinator	Dr.M.S.Parihar	07539-221246	9425078623	mahendraparihar1967@gmail.com
Coordinator for Academic Activities	Dr.Vikas Chhari	07539-221246	9753037610	vchhari5@gmail.com
Coordinator for Financial aspects	Dr.Vikas Chhari	07539-221246	9753037610	vchhari5@gmail.com
Coordinator for Civil Works including Environment Management	Dr.M.S.Parihar	07539-221246	9425078623	mahendraparihar1967@gmail.com
Coordinator for Procurement	Dr.Vikas Chhari	07539-221246	9753037610	vchhari5@gmail.com

Coordinator for Equity Assurance Plan Implementation	Dr.M.S.Parihar	07539-221246	9425078623	mahendraparihar1967@gmail.com
Coordinator for Access	Dr.Vikas Chhari	07539-221246	9753037610	vchhari5@gmail.com
Coordinator for Excellence/Quality	Dr.M.S.Parihar	07539-221246	9425078623	mahendraparihar1967@gmail.com
Coordinator for Employability	Dr.Asha Ram Sagar	07539-221246	9754573735	gmacgohad@gmail.com

Vision

Our vision is to reform educational spectrum and revitalize its spirit by providing quality education resulting in the development of competent and conscientious human resource to face the emerging territorial and global challenges.

Our vision is also to inculcate in our students such noble qualities so as to make them true patriots and sensitive citizens helpful to human society in all respects.

Mission

The mission of our college is as follows -

1. To maintain, develop and modernize the existing infrastructure.
2. To empower stakeholders by exploring their hidden potential.
3. To develop academic excellence by building competence for community service.
4. To foster independent thinking in students and bring in an academic transformation.

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	38.44%	2.39%
Percentage of SC students in the college	16	19.08	32.39%	13.31%
Percentage of ST students in the college	20	6.80	200%	193.2%
Percentage of PHI students in the college	3		00	000
OBC students in the college	14	37.05	43.64%	6.59%
Other minorities /disadvantaged categories	32.39%-	32.39%-	28.00%	4.39%

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	-	Enrolment in 2017(1 st year)=226 2016(1 st year)=112 More than 100% increase in enrolment of 2017 over 2016	30% increase in seats by 2023
Capacity utilization of sanctioned strength	90%	73%	77.93% (226/290)	12.07
Post Graduate Increase in strength (enrolment)	Increase enrolment by 10,000	-	Enrolment in 2017(1 st year)=30 2016(1 st year)=13 130 % increase in enrolment of 2017 over 2016	

3. Equity

		Institute Performance	No. of applicants in the college	Gaps
No. of students receiving Financial Support (scholarships,	No. of Male students	79	79	-
	No. of Female students	136	136	-
	No. of SC students	73	73	-
	No. of ST students	02	02	-

fees waivers)	No. of PHI students	00	00	-
	No. of Rural students	198	198	-
Hostel capacity – No. of students that can be accommodated in hostels managed bythe college	No. of Male students	Nil	Nil	Nil
	No. of Female students	Nil	Nil	Nil
	No. of SC students	Nil	Nil	Nil
	No. of ST students	Nil	Nil	Nil
	No. of PHI students	Nil	Nil	Nil
	No. of Rural students	Nil	Nil	Nil
	No. of students having access to Special Remedial Classes (specially organized for SC, ST, Rural)	Nil	Nil	Nil
	No. of students having access to Special orientation sessions for SC/ST ,Rural	Nil	Nil	Nil
	No. of students having access to Special Mentoring	Nil	Nil	Nil
	No. of students having access Special Counselling	Nil	Nil	Nil
	No. of students having access to Book Banks	Nil	Nil	Nil

4. Excellence

- For Male Students

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG	50%	25%	60.63%	+10.63
Transition rate from 1 st yr to 2 nd yr UG	60%	19%	76.03%	+16.03
On time graduation PG			62.17%	
Transition rate from 1 st yr to 2 nd yr PG			64.52%	

- For Female Students

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG	50%	38%	72.03%	+22.03
Transition rate from 1 st yr to 2 nd yr UG	60%	38%	86.03%	+26.03
On time graduation PG	----		77.92%	
Transition rate from	----		80.92%	

- **For OBC Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG			65.00%	
Transition rate from 1 st yr to 2 nd yr UG			62.00%	
On time graduation PG			71.00%	
Transition rate from 1 st yr to 2 nd yr PG			78.59%	

- **For SC Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG	40%	26%	65.36%	+25.36%
Transition rate from 1 st yr to 2 nd yr UG	45%	21%	76.36%	+21.36%
On time graduation PG			75.00%	
Transition rate from 1 st yr to 2 nd yr PG			78.78%	

- **For ST Students -**

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

- **For Other Minority Students -**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
On time graduation UG			83.25	0
Transition rate from 1 st yr to 2 nd yr UG			91.25	0
On time graduation PG			90.00	0
Transition rate from 1 st yr to 2 nd yr PG			95.00	0

• **Other Parameters –**

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
Accreditation by NAAC	Preferably all colleges		No	-
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		Yes	-

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	To be established
Placement facilities on campus UG	Available in all colleges		No	To be established
Placement facilities on campus PG	Available in all colleges		No	To be established
Counselling of students desirous of pursuing Higher Education UG to PG	Available in all colleges		Yes	No gap

6. Governance Systems

	Desirable Goals for the state	Present Performance in MP	Institute Performance	Gaps
Publishing annual report in prescribed format	All colleges should be compliant	30%	Yes	
Satisfaction Survey conducted for 1. Students 2. Faculty 3. Other employees	All colleges should conduct survey for all the stakeholders		No	
Satisfaction scores of the Survey conducted 1. Students 2. Faculty 3. Other	80% 80% 80%		Nil	

employees				
Accounting software (common) with uniform chart of accounts	Should be present in all colleges		No	
All accounting positions to be filled with qualified persons	All colleges should be complaint		No	
Responding to all audit objections	All colleges should be complaint	50%	Yes	
Monitoring and Evaluation of Infrastructure	Should be present in all colleges		Yes	
IT portal	Present in all colleges		No	
Full time staff in PD Sport officer	Present in all colleges		No	
Providing complete AISHE data	All colleges should provide complete data		Yes	

Buildings:

If the college does not have a building if catering to primarily female, ST students.

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 1 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: April 2017
2	How frequently (time duration) the updating is done?	-
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.	A. Partially (Computer & Language Skills) B. To Some Extent C. Yes D.
4	Placement (2015-16) I. Percentage of students employed after completion of course II. Percentage of Students progressing to Higher Studies	05 % 20%
5	Ratio of student enrolment for each programme with the total enrolment.	B.Com 1 : .24, B.A. 1 : .64 . B.Sc. 1 : .12 M.A. Hindi 1 ; .43, M.Com. 1 ; .57
6	Mention the top five programmes opted by the students	B.A., B.Com., B.Sc., M.A. Hindi, M.Com.

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)	traditional method
2	Whether practical orientation in relation to teaching- learning system is given to students?	Partially
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations etc.) used for teaching students?	Presentation, Demonstration
4	Does the institution conduct regular industry-academia interface? If yes, Mention the number during 2015-16	01
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc) are adopted in the institutes?	No
6	a. Does the Institute have the practice of collecting feedback from	Yes

	students? b. Does the institute implement the suggestions from students' feedback for improving pedagogy?	Yes
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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. Counseling system	Yes No No Yes
4	Whether detailed lesson plans are given to students?	No
5	If yes, Is the lesson plan followed strictly?	-
6	What type of monitoring system is followed for completing course within set timeframe?	Teaching Diary is checked by the Principal & other authority of HE time to time
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	No Yes No Yes
9	Is the rating communicated to teachers for improvement?	Yes

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 for UG I year Semester for UG II & III yr & PG Classes
2	What is the question patterns followed for examinations? a. Objective b. Subjective c. Any other, Please specify	Objective and Subjective No
3	Whether practical examinations are integrated with the examination system?	Yes

4	Whether Case study/ presentation are part of the examination system?	No
5	What types of reforms are required in the present examination system?	1. The University Examination Pattern Should match the Pattern of Competitive Exams like UGC NET, SLET, UPSC & PSC 2. ATKT should be given in UG only in 1 Subject 3. Online examination pattern should be introduced.
6.	Is the examination system a continuous one? If yes, Please mention in detail	Yes, Continuous Comprehensive Evaluation (CCE) is conducted by different methods. It is 15% and 20% of Total Marks
7.	Is the evaluation system computerised?	No
8.	What is the days' gap between completion of examination and publication of result?	UG last Semester result is declared in the same month but Other classes results are declared late
9.	Should the gap be reduced?	Yes
10.	If Yes, Please suggest how?	Annual System of Exam and Final year of exam should be conducted online.

2.5. Infrastructural Development & Maintenance

Sl.No.	Description	
1	What type of expansion work is required for existing infrastructure?	Expansion of existing infrastructure is Required. 16 classrooms for Science & Commerce. Development of language lab, Auditorium, Indoor Stadium etc.
2	What type of modernisation/renovation works are needed for existing infrastructure? (viz. Laboratories, Library, Networking, Smart classrooms)	Modernisation/renovation of library, computer lab, physics lab, microbiology lab, biotech. lab and 03 Smart Class Rooms etc
3	Whether creation of a laboratory / centralized computing / instrumentation facility is required?	Yes, Creation of a laboratory / centralized computing / instrumentation facility is required
4	What type of sophisticated equipment's relevant to growth of different specializations are required by the institution?	-
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.)	Up gradation of 02 hygienic toilets Girls common rooms Gym
6	What type of infrastructural development work is needed for making them accessible for differently-abled students?	Lift
7	Does the institute maintain the academic and non-academic infrastructure areas?	Yes

8	What are the monitoring mechanisms followed for maintenances?	The monitoring mechanism is followed for maintenance by govt. agencies (PWD and PIU) and by the infrastructure committee of the College.
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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	No
2	What steps have been taken to acquire best and improved administrative and technical acumen for the institution?	Various committees are made by the principal to improve administrative and technical acumen for the institution
3	What type of institutional/departmental collaborations the institution has with others?	No
4	Does the institution have Faculty Exchange Programme (National & International)?	No
5	Does the institution have student exchange programme (National & International)?	No

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? <input type="checkbox"/> Yearly <input type="checkbox"/> Biannually <input type="checkbox"/> As and when required	No, Being Non autonomous Govt. college - no governing body is constituted
2	Does the institution have E-Governance project (ERP & MIS) implemented?	No
3	How record keeping and data management is done in the institute?	Manually as well as Digitally
4	What type of library management system is there in the institute?	Traditional
5	What type of financial management and accounting system is followed in the institute?	As per Govt. Instructions, IFMS software is being used
6	Does the institute have its own active website?	Yes – www.mphighereducation.nic.in/0206

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
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	Yes
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	Yes
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Students?	Yes
5	Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities?	Yes

2.9. Creating Institutional Brand Image

Sl.No.	Description	
1	What steps taken by the institute for building brand image?	-
2	Has the institute adopted any innovative practices to build the institutional brand image?	-
3	Does the institute have any centre of excellence?	-
4	What steps are adopted for promoting the institute as Centre of Excellence?	-
5	Whether multi-disciplinary approach is followed to build and nurture effective brand image?	-

2.10. Research & Development

Sl.No.	Description	
1	What are the research initiatives taken by the institute?	-
2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	-
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	UGC
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.	No
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	No

2.11. Social Outreach Programmes

Sl.No.	Description	
1	What are social outreach activities the institute is involved with? Provide details.	Through NSS
2	Is there any community/peripheral development programme organised by the institute? If yes, mention details.	No
3	Does the students participate in sports activities (State/National/International)? Provide details.	Yes, in Wrestling students participate at State & National level
4	Does the students involve with organisations like NSS/NCC/Red Cross?	Yes, NSS
5	Are the students given training on self-defence, Yoga & Meditation to augment their physical and mental fitness?	No

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.	<ul style="list-style-type: none"> • To develop system for improving academic and administrative performance • Promote quality enhancement for providing quality education • Introduce modern methods and technologies in the area of teaching learning. Provide equal access to quality education to various sections
3	Give details of number of meetings held by IQAC for last 3 years.	6 Times
4	Does the institute conduct the followings: <ol style="list-style-type: none"> a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit 	YES No No Yes Yes
5	Mention the audits last done:	FY 2014 – 15
6	What type of decision mechanism adopted by the institute(Centralised/Decentralised)	Decentralised
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?	All industries in Malanpur Industrial Area
2	Which industries employ the most college graduates?	Schools, coaching institute Private Banks& insurance companies, Private Telekom, BPO Automobile showrooms employ the most college Students
3	Which industries provide the best jobs?	Education, Dairy. Agriculture, Securityetc
4	Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) <ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> a. IT Sector b. Dairy, Advertisement, Beauty & health care c. Print Media

	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)	Army, police, BSF. Computer operators, Jobs in Bank Teaching
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?	1. IT , Banking, Insurance, Health sectors 2. Computer operators, marketing and sales persons. 3. Self employment can also be generated in the above mentioned fields.

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

- Surveys of students: Yes
- Surveys of local industry: Yes
- Consultation with industry: Yes
- Consultation with students: Yes
- Consultation with other stakeholders (specify): Yes
- Workshop on IDP: Yes

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	<p>a. What academic programs are female students currently enrolling in?</p> <p>b. What academic programs are seeing growth in female enrolment?</p>	<p>Arts, Commerce & Science</p> <p>BCom Computer, BSc Computer</p>
2	What are the employment outcomes for female students after passing out of the institution?	About 03%
3	What is the academic/skill training support that female students may need for improving employability?	Training of self employment generating courses beautician, apparel design or health care, etc.
4	<p>a. What academic programs are Scheduled Caste/Tribe students currently enrolling in?</p> <p>b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?</p>	<p>Arts, Commerce & Science</p> <p>BA, BCom Computer</p>
5	What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?	About 10%
6	What is the academic/skill training support that SC/ST students may need for improving employability?	Communication skills, preparation of resume ,English speaking course, Short term job oriented certificate course, knowledge of computer is needed
7	<p>c. What academic programs are differently-abled students currently enrolling in?</p> <p>d. What academic programs are differently-abled students seeing growth in enrolment?</p>	-
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				
S No.	Category/Head	FY 2016/2017	FY 2015/2016	FY 2014/2015
		(actual)	(actual)	(actual)
Grants: National				
1	UGC	0	0	0
2	Distance Education Council	0	0	0
3	Other Central Govt. Departments	0	0	0
Other Grants				
4	Grants received from state government	12844716	12343814	820700
5	Grants received from local bodies	338000	0	0
6	Donation	0	0	0
7	Tuition fees	3464748	1867670	65340
8	Other fees	0	0	1613923
9	Interests	134495	26010	0
10	Sale of Application forms	0	0	0
11	Other	0	0	0
Total		16781959	14237494	2499963

B. Total Expenditure				
S No.	Category/Head	FY 2016/2017	FY 2015/2016	FY 2014/2015
		(actual)	(actual)	(actual)
1	Salary, Allowance and Retirement benefits	10592703	11625033	191025
2	Buildings (Construction and Maintenance)	676000	25986	0
3	Library and Laboratory	0	26476	100000
4	Scholarships	1147380	965090	805700
5	Grants to College	0	0	0
6	R &D	0	0	0
7	Sports	0	0	0
8	Other Expenses	3253403	705920	200000
Total		15669486	13348505	1296725
9	Accounts (Audit) Status, whether audited? (Yes/No) If yes, by Local Fund/ CA	No	No	CA

Goals for the next 5 years

- 1. To enhance Excellence in academic standard**
- 2. Expansion of academic infrastructure**
- 3. To enhance employability and placement.**
- 4. Expansion in environment management.**

Detailed description of Goals

Goal 1

Description

To Enhance Excellence in academic Standard.

Milestones(Sub-goals)

1. To increase access 2% every year
2. To Increase on time pass in UG Class
3. To Increase Transaction Ratio (provide 10 %)

Why do you think this goal is achievable?

1. The above mention goal and sub goals are achievable as the college is already putting various efforts to achieve Excellency.
2. The college has sufficiently good participation in sports, cultural, literary activities at various level. The achievements can be enhanced by increasing the resources as mentioned in IDP.

Goal 2

Description

Expansion of academic infrastructure.

Milestones(Sub-goals)

1. To Increase number of students getting marks more than 10%
2. To Provide IT facilities in academic standard

Why do you think this goal is achievable?

1. The above mentioned goals and sub goals are achievable as the has its own building with sufficient land where the expansion of infrastructure is possible.
2. The college has already established labs which can be upgraded.

Goal 3

Description

To Enhance employability and placement

Milestones(Sub-goals)

1. To start campus placement to increase the ratio of employability 10%
2. To strengthen carrier counselling 10%
3. To create tracking system for students. 20%

Why do you think this goal is achievable?

The above mentioned goals and sub-goals are achievable as the college has actively working career counselling and placement cell where in the above mentioned activities are already being conducted and the outcome is improving progressively. However the desired goal cannot be fully achieved due to lack of required resources. In the present IDP the required resources are being mentioned and if the institution will received these resources, then the goal can be achieved.

Goal 4**Description**

Expansion in environment management

Milestones(Sub-goals)

- Decrease in electricity usage and bill by 20% every year
- Increase in water level by 5 inches every year
- Increasing cleanliness of the campus by 20% every year

1. To create awareness among the staff & Students regarding environmental facilities.
2. To sensitize students & staff regarding need based facilities.

Why do you think this goal is achievable?

The goal is achievable as the college has highly qualified and experienced faculty. The institution has 20% facilities of smart class at present and it is proposed to increase this facility by 20% every year for the next five years.

Year-wise Activity Plan Goal -1
Detailed description of Milestones (Sub-goals)

Milestone (Sub-goal)
Description:- Expansion Of Academic Standard- Extenuation of laboratory ,Games facilities, Audio Visual Classes, Up-gradation of Library & Reading room facilities.

Example:
Increase in access by increasing intake from 256 to 500 by 2023.

Activities required to achieve these milestones				
S.N.	Description	Estimated Cost	Start Date	End Date
1	Extension of Lab- Physics, Computer, Micro Biology, Biotechnology Lab (hall) Ground Floor	172 Lacs	April 2018	March2021
2	Extension of 01 library & 01 reading hall (Ground Floor)	86 Lacs	April 2018	March2021
3	Extension of Gym 02 Hall (Ground Floor)	86 Lacs	April 2018	March2021
4	Extension of 20 Classrooms (First Floor)	265 Lacs	April 2018	March2021
5	Lift	05 Lacs	April 2018	March2021
6	Stairs (04)	08 Lacs	April 2018	March2021
7	Toilet (05)	12.5 Lacs	April 2018	March2021

Year wise Activity Chart

Year	Description	Estimated Cost	Start Date	End Date
2018-19	Extension of Lab- Physics, Computer, Micro Biology, Biotechnology Lab (hall) Ground Floor	57.33 Lacs	April 2018	March 2021
	Extension of 01 library & 01 reading hall (Ground Floor)	28.66 Lacs		
	Extension of Gym 02 Hall (Ground Floor)	28.66 Lacs		
	Extension of 20 Classrooms (First Floor)	88.33 Lacs		
	Lift, Stairs (04), Toilet (05)	08.50 Lacs		
2019-20	Extension of Lab- Physics, Computer, Micro Biology, Biotechnology Lab (hall) Ground Floor	57.33 Lacs	April 2018	March 2021
	Extension of 01 library & 01 reading hall (Ground Floor)	28.66 Lacs		
	Extension of Gym 02 Hall (Ground Floor)	28.66 Lacs		
	Extension of 20 Classrooms (First Floor)	88.33 Lacs		
	Lift, Stairs (04), Toilet (05)	08.50 Lacs		
2020-21	Extension of Lab- Physics, Computer, Micro Biology, Biotechnology Lab (hall) Ground Floor	57.33 Lacs	April 2018	March 2021
	Extension of 01 library & 01 reading hall (Ground Floor)	28.66 Lacs		
	Extension of Gym 02 Hall (Ground Floor)	28.66 Lacs		
	Extension of 20 Classrooms (First Floor)	88.33 Lacs		
	Lift, Stairs (04), Toilet (05)	08.50 Lacs		

Resources required for the above activities	Resources available for the above activities	Resource Gap
6.345 Cr	Nil	6.345 Cr

Persons responsible for conducting each activity
<p>Dr. M. S. Parihar (Co-ordinator), Procurement Dr. Vikas Chhari (Co-ordinator) Civil/ Environment</p>

Persons responsible for monitoring each activity & its timely completion
<p>Dr. A.R. Sagar Principal</p>

Year-wise Activity Plan Goal - 2
Detailed description of Milestones (Sub-goals)

Milestone (Sub-goal)

Description

Expansion of Academic Infrastructure- Girls common room , ICT enabled classroom, Solar energy Plant.

Example:

Increase in access by increasing intake from 370 to 500 by 2023.

Activities required to achieve these milestones

S.No.	Description	Estimated Cost	Start Date	End Date
1	Solar Panel	10 Lacs	April 2018	March2022
2	Smart Classes (02) Ground Floor	43 Lacs	April 2018	March2021
3	Girls Common Hall Ground Floor	43 Lacs	April 2018	March2021

Year wise Activity Chart

Year	Description	Estimated Cost	Start Date	End Date
2018-19	Solar Panel	02.50 Lacs	April 2018	March2022
	Smart Classes (02) Ground Floor	10.75 Lacs		
	Girls Common Hall Ground Floor	10.75 Lacs		
2019-20	Solar Panel	02.50 Lacs	April 2018	March2022
	Smart Classes (02) Ground Floor	10.75 Lacs		
	Girls Common Hall Ground Floor	10.75 Lacs		
2020-21	Solar Panel	02.50 Lacs	April 2018	March2022
	Smart Classes (02) Ground Floor	10.75 Lacs		
	Girls Common Hall Ground Floor	10.75 Lacs		
2021-22	Solar Panel	02.50 Lacs	April 2018	March2022
	Smart Classes (02) Ground Floor	10.75 Lacs		
	Girls Common Hall Ground Floor	10.75 Lacs		

Resources required for the above activities	Resources available for the above activities	Resource Gap
0.96 cr	Nil	0.96 Cr

Persons responsible for conducting each activity

Dr. M. S. Parihar (Co-ordinator), Procurement
Dr. Vikas Chhari (Co-ordinator) Civil/ Environment

Persons responsible for monitoring each activity& its timely completion

Dr. A.R. Sagar
Principal

Year-wise Activity Plan Goal - 3

Detailed description of Milestones (Sub-goals)

Milestone (Sub-goal) 1

Description:

To Enhance employability & Placement:-

To start campus placement to increase the ratio of employability 10% ,To strengthen carrier counselling 10%, To create tracking system for students. 20%

Example:

Industrial Tour, Career Counselling through placement cell, Training Program for Competitive Exams & preparation of communication skill for participates & Personality Development of Student

Activities required to achieve these milestones

S.No.	Description	Estimated Cost	Start Date	End Date
1	Industrial Tour	05 Lacs	April 2018	March 2023
2	Career Counselling through placement cell, Personality Development of Student	05 Lacs	April 2018	March 2023
3	Remedial Classes	05 Lacs	April 2018	March 2023
4	Skill Development Programme	05 Lacs	April 2018	March 2023
5	Establishment of Language Lab	10 Lacs	April 2018	March 2023
6	Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes	15 Lacs	April 2018	March 2023
7	Incentives & other expenses to conduct survey by final year students	05 Lacs	April 2018	March 2023

Year wise Activity Chart

Year	Description	Estimated Cost	Start Date	End Date
2018-19	Industrial Tour	1 Lac	April 2018	March 2023
	Career Counselling through placement cell, Personality Development of Student	1 Lac		
	Remedial Classes	1 Lac		
	Skill Development Programme	1 Lac		
	Establishment of Language Lab	2 Lacs		
	Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes	3 Lacs		
	Incentives & other expenses to conduct survey by final year students	1 Lac		
2019-20	Industrial Tour	1 Lac	April 2018	March 2023
	Career Counselling through placement cell, Personality Development of Student	1 Lac		
	Remedial Classes	1 Lac		
	Skill Development Programme	1 Lac		

	Establishment of Language Lab Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes Incentives & other expenses to conduct survey by final year students	2 Lacs 3 Lacs 1 Lac		
2020-21	Industrial Tour Career Counselling through placement cell, Personality Development of Student Remedial Classes Skill Development Programme Establishment of Language Lab Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes Incentives & other expenses to conduct survey by final year students	1 Lac 1 Lac 1 Lac 1 Lac 2 Lacs 3 Lacs 1 Lac	April 2018	March 2023
2021-22	Industrial Tour Career Counselling through placement cell, Personality Development of Student Remedial Classes Skill Development Programme Establishment of Language Lab Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes Incentives & other expenses to conduct survey by final year students	1 Lac 1 Lac 1 Lac 1 Lac 2 Lacs 3 Lacs 1 Lac	April 2018	March 2023
2022-23	Industrial Tour Career Counselling through placement cell, Personality Development of Student Remedial Classes Skill Development Programme Establishment of Language Lab Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes Incentives & other expenses to conduct survey by final year students	1 Lac 1 Lac 1 Lac 1 Lac 2 Lacs 3 Lacs 1 Lac	April 2018	March 2023

Resources required for the above activities	Resources available for the above activities	Resource Gap
0.50 Cr	Nil	0.50 Cr

Persons responsible for conducting each activity

Dr. M. S. Parihar (Co-ordinator), Procurement
Dr. Vikas Chhari (Co-ordinator) Civil/ Environment

Persons responsible for monitoring each activity& its timely completion

Dr. A.R. Sagar
Principal

Year-wise Activity Plan Goal - 4
Detailed description of Milestones (Sub-goals)

Milestone (Sub-goal) 1

Description

Expansion in environment management:

- Decrease in electricity usage and bill by 20% every year
- Increase in water level by 5% inches every year
- Increasing cleanliness of the campus by 20% every year

Example:

upgradation of Toilets , cleaning & safe Environment , roof water harvesting & maintenance of labotory , Drinking Water , Sanitation, Plantation , Botanical Garden

Activities required to achieve these milestones

S.N.	Description	Estimated Cost	Start Date	End Date
1	Roof water harvesting	20 Lacs	April 2018	March 2019
2	Equipments for Labs	50 Lacs	April 2018	March 2019
3	RO Plant for Drinking Water	1 Lacs	April 2018	March 2019

Year wise Activity Chart

Year	Description	Estimated Cost	Start Date	End Date
2018-19	Roof Water Harvesting Equipments for Labs RO Plant for Drinking Water	20 Lacs 50 Lacs 01 Lacs	April 2018	March 2019

Resources required for the above activities	Resources available for the above activities	Resource Gap
0.71 Cr	Nil	0.71 Cr

Persons responsible for conducting each activity

Dr. M. S. Parihar (Co-ordinator), Procurement
Dr. Vikas Chhari (Co-ordinator) Civil/ Environment

Persons responsible for monitoring each activity& its timely completion

Dr. A.R. Sagar
Principal

Institutional Project Budget (Rupees in Carores)

Sl.No	Activities	Total	Financial year				
			2017-18	2018-19	2019-20	2020-21	2021-22
1	Extension of Lab- Physics, Computer, Micro Biology, Biotechnology Lab (hall) Ground Floor	6.34	0.58	0.58	0.57	-	-
	Extension of 01 library & 01 reading hall (Ground Floor)		0.30	0.28	0.28	-	-
	Extension of Gym 02 Hall (Ground Floor)		0.30	0.28	0.28	-	-
	Extension of 20 Classrooms (First Floor)		0.89	0.88	0.88	-	-
	Lift, Stairs (04), Toilet (05)		0.08	0.08	0.08	-	-
2	Solar Panel	0.964	0.025	0.025	0.025	0.025	-
	Smart Classes (02) (Ground Floor)		0.108	0.108	0.108	0.108	-
	Girls Common Hall (Ground Floor)		0.108	0.108	0.108	0.108	-
3	Industrial Tour	0.50	0.010	0.010	0.010	0.010	0.010
	Career Counselling through placement cell, Personality Development of Students		0.010	0.010	0.010	0.010	0.010
	Remedial Classes		0.010	0.010	0.010	0.010	0.010
	Skill Development Programme		0.010	0.010	0.010	0.010	0.010
	Establishment of Language Lab		0.020	0.020	0.020	0.020	0.020
	Tally, Auto-cad, Fashion, Interior Designing, Beauty, Health, Mobile Repairing and Laptop repairing Training Programmes		0.030	0.030	0.030	0.030	0.030
Incentives & other expenses to conduct survey by final year students	0.010	0.010	0.010	0.010	0.010		
4	Roof Water Harvesting	0.71	0.20	-	-	-	-
	Equipments for Labs		0.50	-	-	-	-
	RO Plant for Drinking Water		0.01	-	-	-	-
Total		8.515	3.201	2.441	2.441	0.341	0.100

Institutional Project Budget

Project budget as per requirements to meet 4 goals and their specified targets in Institutional Development Plan is mentioned in above table. Institutional Project Budget (Rupees in 8.515 Crores). This budget will be ample for achievement and improvement of quality in the education of this fastest growing College of Gwalior – Chambal division

Overall Institutional Performance Targets

Goal	Measurable Indicators	Targets				
		Year 1	Year 2	Year 3	Year 4	Year 5
To enhance Excellence in academic standard	Academic Standards Game Facilities	40%	30%	30%	-	-
Expansion of academic infrastructure	Academic Infrastructure	25%	25%	25%	25%	-
To enhance employability and placement	Ratio of Employability	20%	20%	20%	20%	20%
Expansion in environment management	Cleanliness Electricity Usage Water Lever	100%	-	-	-	-

IMPLEMENTATION PLAN

- (i) This project will be implemented stepwise with activities mentioned above to achieve sub-goals and finally to reach the major goals.
- (ii) Stepwise implementation will involve following steps:
 - a) Infrastructural Development Work in first and second year- involvement of staff and students —**leads to enhancing equity**
 - b) Procurement of articles/equipments etc during first and second year followed by their use and monitoring- **leads in enhancement of equity, access and producing skilled human resource thereby enhancing employability**
 - c) Procurement of research related equipments and articles every year depending upon requirement with simultaneous monitoring- **leads to enhancement of equity, access and excellence in the research.**
 - d) Development of language lab during first two years- - **leads in enhancement of equity, access and producing skilled human resource thereby enhancing employability**
 - e) Strengthening of career guidance and employment cell with all necessary requirements during first two years followed by its use for betterment of students—**leads in enhancement of equity, access and producing skilled human resource thereby enhancing employability.**
- (iii) Stepwise implementation in this way will help in enhancement of access, equity, employability along with the excellence in studies.

MEASURES TO ENSURE SUSTAINABILITY BEYOND THE 5 YEAR PERIOD

- (i) Every year internal monitoring of the project and all its related activities will be done to ensure sustainability of the procured equipment's/ accessories/ other items in this project.
- (ii) Every year external monitoring of the project and all its related activities will be done to ensure sustainability of the procured equipment's/ accessories/ other items in this project.
- (iii) Internal as well as external audit along with academic audit will also help in this regard.
- (iv) Yearly quantitative growth in access, equity, excellence and employability after completion of project will also serve as indicator to ensure sustainability.
- (v) Growth rate in above factors/activities should be maintained.

BRIDGING THE RESOURCE GAP

Resource gaps will be filled as per following steps / measures:-

- (i) Procuring necessary equipments and computers etc. for language lab.
- (ii) Construction/ renovation wherever necessary e.g. renovation of building
- (iii) Procuring and purchasing necessary equipment's and related items for career guidance and placement cell.
- (iv) Promoting and supporting teachers for their approval as recognized research guides.
- (v) Procuring books and journals every year as per requirements in main as well as departmental libraries.

Resource gaps will be filled after five years as per following steps / measures

- (i) Maintenance of resources will be achieved by the funding from Govt. and from Janbhagidari Samiti of the College.
- (ii) Monitoring cell will be constituted with the coordination of The Principal to monitor the sustenance of different activities and assets procured during this plan.
- (iii) Maintenance of assets generated by this plan will also be done by the help of alumni of the college.
- (iv) Interactions of different department of district administration as and when required will be sought.