

**INSTITUTIONAL DEVELOPMENT
PLAN (IDP)
OF
GANGADHAR MEHER UNIVERSITY
SAMBALPUR
(2023- 2028)**



**GANGADHAR MEHER UNIVERSITY,
AMRUTA VIHAR, SAMBALPUR, ODISHA**



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MESSAGE

I am extremely happy that Institutional Development Plan (IDP-2023-28) for Gangadhar Meher University has been prepared by a team of Academic and Administrative staff. They have put in sincere efforts with widest possible consultations to assess the needs of the institution & developmental objectives and activities; and made the plan inclusive and futuristic.

Hope the project heralds transformation of the university and helps in the growth of Higher education in Odisha.



Professor N. Nagaraju

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EXECUTIVE SUMMARY

Gangadhar Meher University (GMU), Sambalpur came into existence on the 30th May 2015 as a unitary institution of higher learning [The Government of Odisha Order No.11598/HE Dated 30.05.2015]. The University has been conferred the **UGC 12 B status** on August 2019 vide UGC office letter no. F 9-14/2016(CPPP-I/PU) dated.26.08.2019.

This Institutional Development Plan (IDP-2023-28) has been prepared as a roadmap for the institution to move forward in the next five -year period. The strategic plan has been outlined after a detailed SWOC analysis and basic information about the institution. The developmental priorities have been delineated covering all aspects of its futuristic plans of expansion, executions, enrichment and empowerment. This IDP emphasises on the need for curriculum excellence as per the mandate of the New Education Policy-2020. Skill-based education with internship, field study, compulsory computer training to students along with opening of specialised courses on regional art and culture have been considered as priorities with concomitant commitment to pedagogical excellence. Academic administration holds the key in the journey towards excellence and hence the IDP has specified a MIS-based ERP with scientific Data-base management system and a data archive.

Other areas of extensive interventions prioritised are examination reforms with e-evaluation and decentralisation, infrastructural development and maintenance, partnering with knowledge hubs, automation and information technology, stakeholders' involvement, manpower management, institutional image branding, research and development, employment, supportive measures for disadvantaged students and related social outreach programs. The five-year plan envisages structural and procedural transformation of the university with a proposed budgetary requirement of Rs. **173.25** crore along with necessary metrics and targets prefixed as per the required needs.

Vision and Mission

VISION

Gangadhar Meher University strives to achieve institutional excellence with multi-disciplinary research-based teaching & learning, community service and sustainable progress synchronizing with regional, national and global aspirations.

MISSION

Making Gangadhar Meher University a Skills and knowledge Hub with inclusive expansion of qualitative education to be ensured through innovative research- based teaching learning methods, andwith emphasis on socio-cultural & economic upliftment of all sections.

BASIC INFORMATION OF THE INSTITUTION:

Establishment Details

Gangadhar Meher University, Sambalpur, Odisha has been established by an Act no. 5 of 1989 of the State Legislature of Odisha as a State University vide Notification no. HE-FE-1-B-Misc-9/2015 11598/HE dated.30.05.2015 as Unitary University, and is empowered to award degrees as specified by the UGC under sub-section (1) and (2) of section 32 of the Odisha University Act, 1989.

Brief History

Gangadhar Meher College, initially known as Sambalpur College, was later renamed in 1949 as Gangadhar Meher College after Gangadhar Meher, a renowned Odia poet and a worthy son of the soil. The College started on a modest scale with student strength of only 192. It went on expanding and growing in stature with the passage of time. In 1944, degree programs in Arts and Commerce were introduced, while B.Sc. programs were added in the year 1957. The College reached a milestone in 1964 when Post-graduate departments were opened. Another landmark was achieved when M.Phil. programs in various disciplines were offered by the institution from 1983 onwards. Pre-Doctoral coursework was also introduced in 2012 in four subjects to meet the demand for higher education and research. From this year (2018) the GMU started offering Ph.D. programs in many subjects. The primary mission of the institution was to cater to the needs of the poor and underprivileged students of this tribal-dominated region of the State. The institution performed the role with great distinction in the subsequent years. It made rapid strides to emerge as a premier institution of the State in the domain of higher education culminating in its elevation to the status of a Unitary University. The College was able to carve out a special niche for itself in the academic landscape of Odisha. It started functioning as an autonomous college in 1991 and was controlled and managed by the statutory and non-statutory bodies as prescribed by the UGC. On the basis of its academic reputation and its quality of institutional management and its responsive administrative structure, the autonomy of this institution was extended by the UGC. Further, the institution was identified as the “College with potential for excellence (CPE)” by the UGC in the session 2004-05. The institution added another feather to its cap when it was

accredited by the NAAC with an “A” grade in the session 2015-16 in recognition of its excellent performance.

The newly instituted G.M. University has taken on the mantle of G.M. College (Autonomous) and is poised to take off to new heights of excellence in the academic firmament in the years ahead. The new entity started functioning on 30.05.2015 after its new incarnation. Prof. Sudhansu Sekhar Ratha, an eminent professor of Economics and a noted economist from Sambalpur University was appointed as the OSD, while Dr.Smita Devi, Reader in English and Principal of the erstwhile (Autonomous) College was deputed as the acting Registrar to oversee the administration of the University. On 27th April 2015, Prof. Rath was officially designated as the first Vice-Chancellor of G.M. University.

Prof. Atanu Kumar Pati, a renowned scientist and professor of Zoology from Pandit Ravi Shankar Shukla University, Raipur joined the GMU as the second Vice Chancellor on 27th July, 2017 and contributed a lot to the growth of this infant university. Prof. N.Nagaraju took over the charge as the third Vice Chancellor on 27th November 2020 and is currently leading from the front to transform this new university to a centre of excellence. Smt. Jugaleswari Dash, OAS (SAG) replaced Sri Girish Chandra Singh, OAS as the Registrar of the university since 1st July 2021.

Accreditation Details

The University has been conferred the **UGC 12 B status** on August 2019 vide UGC office letter no.F 9-14/2016(CPPP-I/PU) dated.26.08.2019.

THE UNIVERSITY AT A GLANCE:

The Preamble:

Gangadhar Meher University (GMU), Amruta Vihar with about 6300 students, nine Faculties and 23 Schools of Studies is a unitary varsity that offers UG, PG and PhD programs in all major disciplines of study and research. In compliance with the vision

and mission of the institution, the university also offers programs, like COP in French, value-added courses and diverse courses in collaboration with various HEIs.

Administration and Management

The Chancellor is the constitutional head of the University. Currently, Professor Ganeshi Lal, Honourable Governor, Odisha - a key figure in the federal structure of our country is at the helms as the Chancellor of GMU. The Vice-Chancellor is appointed for a period of four years and is the CEO of the varsity, who looks after the University's academic and administrative affairs. The GMU is governed by a number of statutory bodies, namely the Syndicate, the Academic Council, the Board of Studies, and the PG Council. With a modest number of teachers of little over 90, the university is marching ahead imparting quality teaching on the campus, known for its academic ambience and serenity.

Teaching for Transformation:

Gangadhar MeherUniversity has been offering courses from UG up to PhD in major subjects cutting across all the streams of Science, Arts, and Commerce, including Professional studies. Four new departments were added to the list of the university from 2018-19 session, namely Bio-technology, Library & Information Science, Anthropology and Sociology.

CBCS Curriculum

GMU lost no time in adopting the UGC's mandate on standardization of syllabi at the national level. We have implemented the course curriculum in toto and also adopted the uniform syllabus structure as decided under the supervision of the Odisha State Higher Education Council from the f academic session 2019-20.

The CBCS framework has also been replicated at the PG level with judicious juxtaposition to the required structure. Two new components have been added to the PG course curriculum like the intra-departmental electives (Three choices) and inter-departmental electives (Three choices) at the second and third semester, respectively. This pattern has already been implemented from the 2017-18 session and the

implementation of OBE since 2021-22 session is expected to leverage our products to compete at the national level tests.

Examination Reforms

The comprehensive recasting of the course curriculum is supported by a corroborative reform in the testing patterns. GMU took the lead and introduced major changes in the question paper pattern from the 2017-18 academic session. GMU being the Chairman of the examination reforms committee constituted by the Govt. of Odisha, recommended the changes which have been adopted with suitable modifications by the government. GMU has carried out a major reform in the pattern of question papers for both mid-term and end-term examinations that augurs well with the students as they acquaint themselves with the pattern of QPs of most of the competitive examinations at both the State and National levels.

Besides reforms in question papers, the university has also introduced modified answer scripts where students are allowed to write answers within the limits of pre-fixed space made available to them. This facilitates our students learn the tricks of writing answers within the word-limits prescribed even at higher levels of competitive examinations. In addition, we are also a part of the preparation of Question Paper Bank initiative started by the Department of Higher Education, Govt. of Odisha.

Research Ecosystem of the University:

Research Promotion Cell [RPC]

The idea of establishment of the Research Promotion Cell (RPC) on the campus of Gangadhar Meher University was mooted on the 1st August 2017 and the RPC was formally constituted on the 31st October 2017. The RPC envisages promotion of quality research on the campus of Gangadhar Meher University. GMU introduced PhD program in eight subjects from the academic session 2017-18 and expanded its MPhil program that was running only in eight subjects to 15 subjects. As on date, the university is offering PhD in all 23 schools. As per its mandate, the RPC has organized large numbers of seminars and workshops in the last few years. Many more are in the pipeline. More

than fifty doctoral theses have been submitted/awarded during the period. The course work syllabi of GMU is one of the best in the country.

The GRIP and the DRIP:

GMU is the first University of Odisha to have established the Research Integrity Panel in 2018 known as the GMU Research Integrity Panel - GRIP. It had in its possession the plagiarism detection software, the iThenticate and at present the Ouriginal software is being used to detect plagiarism. We do have a strict anti-plagiarism policy in place to ensure ethics in research. GMU has constituted the departmental research integrity panels (DRIPs) to keep a tab on the PhD synopsis, and thesis. The Institutional Ethics Committee (IEC) is also working efficiently to have a clean research ecosystem in the university.

The Bhima Bhoi Research Chair (BBRC):

The proposal to establish a research chair in the name of the Santha Kabi Bhima Bhoi was accepted by the Govt. of Odisha and the chair has contributed immensely to the literary and cultural traditions of our state. Besides conducting seminars and workshops, the BBRC has started publishing many creations of the saint poet Bhima Bhoi. The research professor has been working on various areas of research with reference to literary creation and preservation, socio-economic exclusions and inclusive growth in this part of India. The University has also proposed three research chairs in the name of Gangadhar Meher, Veer Surendra Sai and Parbati Giri.

Centre of Excellence on Geriatrics and Gerontology (OCGG):

As per the mandate of the OHEPEE under the World Bank project, GMU opened the Odisha Centre for Geriatrics and Gerontology (OCGG) as one of the futuristic research platforms. The changing demographic profile of Odisha and the consistently increasing elderly population as a percentage of the total population has created concerns at multiple levels like at economic, social, psychological, medical and policy levels. The OCGG has been actively involved in conducting research on diverse issues associated with elderly population of our state and many publications are in the pipeline.

GMU's Best practices

Meet the Vice Chancellor Program

The GMU believes in “**Access is the key to effective governance.**” On 4th Saturday of every month the VC with all administrative officers takes issues, grievances and suggestions from all stakeholders and tries to solve problems on the spot as far as practicable. So far, a number of programs have been conducted with large participation of students. The feedback has been very encouraging and tracking of problems/issues have become easier, and providing solutions has become speedier.

Students' participation in extension activities

G-MUSIC

G-MUSIC stands for the Gangadhar Meher University Society for Improvement of Communities. Students of this university extend their services towards the promotion and development of communities throughout the year. TEACH for SAMBALPUR was a unique program through which our students delivered services to the deprived children of this region. Our students on Sundays visited different Government Schools in consultation with the district administration, and the concerned headmaster/ headmistress of the School and helped students educate themselves about social etiquette, different academic skills, and extracurricular skills.

The NSS Wing

Dedicated Service to the Society - The NSS volunteers of GMU have organized more than 50 weekly social service programs in the last three years and more than 10 programs are envisioned for this year.

Respecting the Tricolour

The Tricolour recovery program - Respect for the Nation is shown by our students by recovering the thrown away tricolour (flags) after the Republic Day, and Independence Day programs. The program started on 15th August 2016 - the Independence Day, when they recovered 11 flags from different parts of Sambalpur. This program is being done every year when these important days are observed.

National Academic Depository (NAD):

GMU is again the first among its peers in Odisha in signing an agreement with the CDSL Ventures Limited (CVL) - a leading securities depository in the country. National Academic Depository (NAD) is a 24X7 online storage space of all academic awards, viz., certificates, diplomas, degrees, mark-sheets etc. All marksheets and certificates of our students have been uploaded in the Digi locker platform which has been part of the ease of access initiative of the university.

Lab to Land Initiatives:

We in the GMU are striving hard to stretch ourselves from inside the classrooms or labs to the land or public domain. We have adopted four remote villages in the neighbourhoods of Sambalpur. We are also participating in the UGC's Unnat Bharat Abhiyan to integrate education with extension activities and social work.

Celebration of Platinum Jubilee

Although the university is just seven years old as a university, we want to keep the heritage intact and therefore, we celebrated the Platinum Jubilee of the establishment of the institution. A year-long celebration was launched on the 7th of July 2018 by the Hon'ble Finance Minister of the Govt. of Odisha. Twelve platinum jubilee lectures were organised by inviting reputed academics and speakers to commemorate the 75th year of our beloved institution. A number of academic and cultural programs were organized continuously over the entire year, which culminated on the 7th of July 2019. A souvenir was published to commemorate the occasion.

The Second Campus of the University:

To tide over the space crunch in the existing campus and for future expansion of the university, about 70 acres of land has been obtained for the second campus of the GMU. The site is near Basantpur and adjacent to the campus of the Indian Institute of Management, Sambalpur. The new campus will add value to the university in terms of having new possibilities for the future generations.

STRATEGIC PLAN OF THE INSTITUTION:

The following strategic goals are spelt out for building up academic and infrastructural requirement and growth of Gangadhar Meher University. The effort is to connect various departments and operational units to steer the institution towards achieving its goals:

- Preparation and updating of syllabi as per the NEP-2020 framework
- Extension of classroom and arrangement/setting up of advanced scientific instruments for science and technology subjects
- Adding new academic units in line with the GOI's educational objectives-Institute for vocational Studies (Kaushal Kendra).
- New campus development with planarization, floorization(including residential accommodation), Water supply system and Greening to achieve gold-level certification.
- Complete Solar energy-based campus
- A stadium, preferably indoor, for sports activities
- Two hostels, one each for girls and boys
- Extension of work on existing water supply system in the present campus
- Effective harnessing of rainwater harvesting system
- Recruitment of teaching and non-teaching staff
- Imparting of knowledge along with basic skills through a skill development center to enhance the employability of our graduates.
- Lab to Land and Benches to Backyard methods of community enrichment programs and practices.
- Improving the employment/placement rate of students after graduation
- Improving communication with key stakeholders
- Increasing support for the academic success of under-represented students and students belonging to weaker sections.
- Facilities for the Dibyangjan students in terms of ease of access and other services
- Enhancing institutional network capacity
- Fostering greater engagement with alumni and local community.
- Maximizing IT and IT-enabled services for academic, administrative, and financial management systems and practices.

- Introduction of Artificial Intelligence, Deep learning & machine learning, Linguistic Technology, Design Thinking, Holistic Health, Organic Living, Environmental Education, Global Citizenship Education (GCED).
- Establishment of several multi-disciplinary Centers of Excellence (CoEs) for research and development.
- Establishment of Research Chairs in the name of illustrious persons like Gangadhar Meher, Veer Surendra Sai and Parvati Giri.

SWOC OF THE UNIVERSITY:

OUR STRENGTHS

1. Wide range of programme options right from UG to Ph. D. in most of the disciplines in liberal Arts, Basic Sciences and Professional Subjects: Including Psychology, Philosophy, Management, Computer and Information Science, Education, Sanskrit among others
2. Historic Legacy and illustrious alumni since pre-independence period; able to attract large number of (6400) students .
3. As a Govt. institution catering to higher education needs of weaker sections of SC/ST/OBC in tribal / rural area and other distant places.
4. As many as 09 hostels for both boys and girls strengthening residential character of the institution.
5. Located in the heart of the town with easy access to facilities
6. Disciplined Students
7. Talented and hard working faculty
8. A pool of dedicated administrative staff
9. Illustrious alumni
10. Students-friendly environment with quality education
11. Brand value with a long heritage of eight decades

OUR WEAKNESSES:

- 1. Old structure of the main building with saturated campus**
- 2. Acute space crunch for academic engagements of stakeholders**
- 3. Shortage of teaching and non-teaching staff**
- 4. Requirement of more physical and financial facilities/provisions**
- 5. Dependence on government for developmental initiatives**
- 6. Maintenance management system still to be developed**
- 7. Feedback management system and practices are at the rudimentary level.**
- 8. Inadequate sports & games infrastructure.**
- 9. Lack of platform / mechanism for partnering with knowledge Hubs or skilled oriented institutions / outlets.**
- 10. Need for a system in place to impart knowledge on personality development, and effective communication skills.**

OUR OPPORTUNITIES:

- 1. Unitary university with locational advantage**
- 2. Situated in a region having industrial concentration and hence job opportunities are available.**
- 3. Positive public perception with local support of intellectuals, institutions and alumni**
- 4. Opportunity for better linkage with R & D labs and industries for improving the research and consultancy.**
- 5. Upgradation of all departments into full-fledged Research Centre of Excellence**
- 6. Scope for tying up with public & private institutions / NGOs for academic and extra-curricular enrichment of students and staff**
- 7. Being a unitary University, there is a possibility of academic diversification through introduction of skill-oriented or local socio-culture based courses like course on Sambalpur textiles / Art & culture etc.**
- 8. Being a Wi-Fi enabled campus, the institution is in a position to put in place IT & It-enabled system, practices courses, courses oral services for pedagogical excellence and academic engagement across institutions nationally & globally as well.**
- 9. Academic and human resource management practices through implementation of Employees Recourse Planning (ERP) as MIS is slated to be introducing very shortly.**
- 10.Socio-economic & Cultural upliftment of weaker section like SC & ST / OBC**

OUR CHALLENGES:

- 1. Enhancement of employability of our graduates**
- 2. Human resource management both quantity and quality-wise**
- 3. Further digitization of activities and processes for empowerment of stakeholders**
- 4. Conservation and development of regional cultural heritage and literature**
- 5. Difficulty of soft skill development among the rural / tribal students.**
- 6. Challenges of strengthening the placement record on account of adverse logistics.**
- 7. Progressive entry and expansion of private a foreign higher educational institutions with sophisticated infrastructural & IT enabled facilities.**
- 8. Inadequate number of teaching & non-teaching staff**
- 9. Developing the university as a knowledge hubs and centre of excellence.**
- 10. Maintenance of the vast campus and more than seventy-five years old heritage building.**
- 11. Ensuring employability of graduates through the involvement of local industries**
- 12. Collaboration and partnership with other Knowledge Hubs / Centers of Excellence.**
- 13. Putting in place a financially sustainable model of raising funds for research development and expansion.**

Academic Information:

The Programs run in G.M. University are as follows:

Sl. No.	Department	Programme	Sanctioned Strength
1	Anthropology	UG	32
		PG	20
		Ph.D.	
2	Biotechnology	PG	20
		Ph.D.	
3	Botany	UG	48
		PG	20
4	Chemistry	UG	48
		PG	20
		Ph.D.	
5	Comp. Science	UG	32
		PG	20
		Ph.D.	
6	Commerce	UG	384
		PG	58
		Ph.D.	
7	Economics	UG	80
		PG	58
		Ph.D.	
8	Education	UG	32
		PG	48
		Ph.D.	
9	English	UG	48
		PG	38
		Ph.D.	
10	Geography	UG	32
		PG	20
		Ph.D.	
11	Hindi	UG	32
		PG	30
		Ph.D.	
12	History	UG	48
		PG	78
		Ph.D.	
13	Library & Info. Science	PG	20
		Ph.D.	
14	Mathematics	UG	60
		PG	48
		Ph.D.	

15	Odia	UG	48
		PG	38
		Ph.D.	
16	Philosophy	UG	24
		PG	38
		Ph.D.	
17	Physics	UG	48
		PG	20
		Ph.D.	
18	Pol. Science	UG	96
		PG	38
		Ph.D.	
19	Psychology	UG	24
		PG	32
		Ph.D.	
20	Sanskrit	UG	32
		PG	58
		Ph.D.	
21	Sociology	UG	32
		PG	20
		Ph.D.	
22	Statistics	UG	32
		PG	20
		Ph.D.	
23	Zoology	UG	48
		PG	20
		Ph.D.	
24	M.B.A.	PG	60
25	M.C.A.	PG	30
26	MBA (FM)	PG	60
27	BBA	UG	64
28	B.Sc. IST	UG	48
29	Teacher Education	Integrated B. Ed.	100

Certificate Courses Offered:***Certificate and Value-Added Courses of different Schools -2022***

Sl. No.	Name of School	Course Title
1.	School of Odia	“PaschimaOdisharaBhasa- EkaAdhyayana” “PaschimaOdisaraBhasa OSanskriti”
2.	School of Sanskrit	“Spoken Sanskrit”, “Diploma in Yoga”
3.	School of Zoology	“Fisheries and Aquaculture”
4.	School of Commerce	“Certificate in Data Analytics”, “ Certificate in Tax Laws”
5.	School of Management	“Business Data Analysis”, “GST Certification Program”, “Diploma in Computer Application”, “Diploma in Office Management”
6.	School of Botany	“Gardening”, “Mushroom cultivation”

Certificate and Value-Added Courses of different Schools - 2023

Sl. No.	Name of School	Course Title
1	School of History	“Certificate course on Tourism and heritage Management”
2	School of Sociology	“Sociology of NGO”
3	School of English	“Introduction to Professional Writing”
4	School of Computer Science	“Certificate course on machine learning using Python”

5	School of Physics	<p>“Certificate course on controlling and monitoring physical processes/parameters in cost effective manner for high yield organic mushroom farming”</p> <p>“Certificate course on hands-on training on sensor technology with arduino microcontroller”</p> <p>“Certificate course on MATLAB for researchers/engineers”</p> <p>“Certificate course on Labview for researchers/engineers”</p> <p>“Certificate course on design of FRP composite as light weight materials”</p> <p>“Certificate course on Latex”</p>
6	School of MCA	“Value added -course on web designing”
7	School of Psychology	“Value added course on counseling”
8	School of Political Science	“Certificate course on human rights and education”
9	School of Economics	<p>“Financial Literacy”</p> <p>“Research Methodology and Social Science Data Bases”</p>
10	School of Chemistry	<p>“Textiles”</p> <p>“Scientific paper writing and research skills”</p>
11	B.Sc. IST	“Certificate Course in multimedia design and entrepreneurship”
12	M.Sc. ETC	“Object Oriented Programing with C++”
13	Zoology	“Ecotourism”

UG Admission Details 2022-23

Sl. No.	Program	Actual Strength	General	SC	ST	OBC	PWD
1	ANTHROPOLOGY (Arts)	16	5	4	5	2	0
2	ECONOMICS	80	25	15	18	22	0
3	EDUCATION	32	7	9	6	10	0
4	ENGLISH	45	18	7	12	8	2
5	GEOGRAPHY (Arts)	19	5	5	5	4	0
6	HINDI	30	9	6	6	9	0
7	HISTORY	48	14	9	13	12	3
8	MATHEMATICS (Arts)	20	3	3	6	8	0
9	ODIA	47	10	9	10	18	2
10	PHILOSOPHY	23	6	5	8	4	0
11	POLITICAL SCIENCE	96	30	22	21	23	4
12	PSYCHOLOGY	22	8	5	3	6	0
13	SANSKRIT	32	10	8	7	7	0
14	SOCIOLOGY	30	11	6	6	7	0
15	STATISTICS (Arts)	15	5	3	3	4	0
16	ANTHROPOLOGY (Science)	12	4	3	4	1	0
17	BOTANY	46	16	9	11	10	0
18	CHEMISTRY	45	14	7	9	15	1
19	GEOGRAPHY	7	3	1	2	1	0
20	MATHEMATICS (Science)	39	10	7	8	14	0
21	PHYSICS	42	16	9	8	9	1
22	STATISTICS (Science)	15	4	3	3	5	0
23	ZOOLOGY	47	13	10	11	13	2
24	COMPUTER SCIENCE	32	12	4	6	9	0
25	COMMERCE	382	162	61	89	70	4
26	BBA	64	42	6	4	12	0
27	BSCIST	46	24	2	2	18	0
28	BA BED	49	18	10	9	12	0
29	BSC B.ED	47	19	12	10	6	0
	Total	1428	523	260	305	339	19

Faculty Status (Regular/On-Contract Faculty as of now)

Sl. No.	Items	No.
1	Total sanctioned posts	144
2	University posts	71
3	Deployed faculty	08
4	Guest Faculty	25
5	Visiting Faculty	02
6	B.Ed. faculty	07

Examination Details

A student admitted to Gangadhar Meher University in the UG program is required to follow the CBCS (Choice Based Credit System) framework of curriculum introduced by the University Grants Commission (UGC). The Post Graduate (PG) students follow the curriculum which has been approved by the Academic council of the university. The PG syllabi have been made interdisciplinary by introducing one component of intradepartmental choices and another inter-departmental choice. CBCS offers an effective learning platform for students by broadening the horizons of education. It is a student-centric course that allows students to choose their subjects. The subjects can be at a basic or advanced level. Instead of the conventional marking system, the CBCS system uses credits. This choice-based credit system in higher education provides flexibility in preparing the curriculum and granting credits based on the course intensity and teaching hours. This helps students to pursue courses of their choice, study at their own pace, learn extra courses, and acquire more than the required credits.

Outlines of Choice-Based Credit System for UG program Implemented by Govt. of Odisha (Arts/Science/Commerce stream)

- a) Core Course (14 papers) for Bachelor's degree in a particular discipline
- b) Discipline Specific Elective (DSE) Course (4 Papers)
- c) Dissertation/Project
- d) Generic Elective (GE) Course (4 papers)
- e) Ability Enhancement Compulsory Courses (AECC) Paper I: Environmental Science Paper II: MIL Communication (English/Odia/Hindi/Sanskrit)
- f) Skill Enhancement Courses (SEC)

Duration:

Three years of degree program has six semesters. Odd semester (i.e. 1st, 3rd & 5th semester) is from 1st June to 30th November and the examination shall be held normally in the month of November. Even the semester (i.e. 2nd, and 4th & 6th semester) is from December to 31st May and the examination shall be held normally in the month of April/May. However, the Final Semester shall be conducted in April and it is desirable that the result shall be published within 30 days and not beyond 45 days from the date of completion of the examination. A student would be required to complete the course within 06 semesters from the date of his joining.

Student Profile

For the admission into different programmes, the University follows the policy and guidelines of Department of HE, Govt. of Odisha as regards to the reservations of SC, ST and PWD categories.

- SC category: 16.25%
- ST Category: 22.5 %
- PWD Category: 5%

PG Admission Details 2022-23

Sl. No.	Program	Actual Strength	General	SC	ST	OBC	PWD
1	Anthropology	12	7	2	0	3	0
2	Biotechnology	17	7	3	4	4	0
3	Botany	19	7	3	4	5	1
4	Chemistry	20	5	3	4	5	0
5	Comp. Science	11	18	2	1	3	0
6	Commerce	58	20	6	12	13	0
7	Economics	48	20	11	14	8	0
8	Education	48	12	9	11	12	2
9	English	31	11	5	6	9	0
10	Geography	16	6	3	3	4	0
11	Hindi	29	13	5	5	6	0
12	History	78	23	18	20	17	2
13	Library & Info. Science	20	10	2	4	4	0
14	Mathematics	46	18	8	10	10	0
15	Odia	38	11	7	11	9	2
16	Philosophy	29	9	4	8	8	0
17	Physics	19	9	3	4	3	1
18	Pol. Science	38	8	10	9	11	2
19	Psychology	35	9	4	7	15	0
20	Sanskrit	52	18	11	3	20	0

21	Sociology	11	4	0	4	3	0
22	Statistics	4	1	0	1	2	0
23	Zoology	20	9	3	5	3	1
24	M.B.A.	69	63	31	2	1	0
25	M.C.A.	30	23	2	5	0	0
26	MBA (FM)	45	29	1	0	1	0
	Total	843	370	156	157	179	11

Ph.D. Admission Details 2022-23

Sl. No.	Program	ActualStrength	General	SC	ST	PWD
1	Ph. D.	255	171	43	39	2

Research Publications:

More than 250 research papers of National and International repute have been published during the last 5 years indexed in platforms like Web of Science, Scopus, UGC CARE List and Peer Reviewed Journals.

Sponsored Research Projects

G.M. University's Research Quality is actively fostered by the faculties of this University. The details of research projects and their funding are as follows:

Sl. No.	Institutional/ Individual	Title	Total Fund	Funding Agency
1	Individual	In Silico Investigator of some novel RNA helicase inhibitors and their activity against pathogenic virus	490000	OSHEC, Govt. of Odisha
2	Individual	Building A Digital repository of Sambalpur Saree design and techniques : An Innovative way to preserve and access the heritage	350000	OSHEC, Govt. of Odisha
3	Individual	A details mechanistic investigation of the reaction of reducing biomolecule with amide-based cobalt (III) Complex: As Model For anti-cancer drug.	486000	OSHEC, Govt. of Odisha
4	Individual	Development of relaxer based piezoelectric ceramic materials for energy harvesting	500000	OSHEC, Govt. of Odisha
5	Individual	Combined Legendre spectral Finite element method for nonlinear Integral equation	330000	OSHEC, Govt. of Odisha

6	Individual	State Society and Colonial legality configuring the legal landscape of nineteenth century Orissa	512000	OSHEC, Govt. of Odisha
7	Individual	Altitude towards self-employment among the University Students of Western Odisha	306000	OSHEC, Govt. of Odisha
8	Individual	Analytical Solution of some Bio Models using fractional callus approach	690000	OSHEC, Govt. of Odisha
9	Individual	Climate change Agrarian Productivity farmers distress and financial sustainability: A Socio-economic perspective	532000	OSHEC, Govt. of Odisha
10	Individual	Industrial particulate vast reinforced FRP hybrid composite for corrosion-free light weight applications	480000	OSHEC, Govt. of Odisha
11	Individual	Socio-economic prevalence pandemic Resilience and inclusive Endurance: A Dynamic linkage among select city slum dwellers of Odisha	427000	OSHEC, Govt. of Odisha
12	Individual	Investigation of local antagonistic microbial consortia as a potential bio fungicides agent for effective management of fungal diseases in crops of western Odisha	572000	OSHEC, Govt. of Odisha
13	Individual	Deciphering the effect of additives and aggregation behaviour of Polymeric micelles using fluorescence technique: Towards controlled release of substrates	542000	OSHEC, Govt. of Odisha
14	Individual	Meta material for new hybrid all day radioactive cooling system	500000	OSHEC, Govt. of Odisha
15	Individual	The Geography of Women's Fear: Spatial confidence versus fear of victimization	480000	ICSSR

Minor Research Projects under World Bank (OHEPEE), GMU

Sl. No.	School/ Subject	Title of the proposal	Sanctioned Budget
1	Anthropology	Millets in farming systems, availability, acceptance, consumption pattern and nutritional status of elderly people at household level: insights from Bargarh, Odisha	75000
2	Anthropology	Displacement and marginality: A case study of elderly indigenous people in post 1950 survivals	60000

3	History	Rock art of bhimamandali in riarakhol, sambalpur: an Ethno-archaeological study	100000
4	History	Description of Desires in <i>ŚṛṅgāraRāsa</i> : A Comprehensive Translation of 'Chauṣhaṭhi-Rati Bandha'	100000
5	Political science	Empowerment of ST/SC women and reservation policy in India: a case study of sundargarh district	60000
6	Political Science	Revisiting domestic violence during covid 19 through a gender lens: an explorative study of attabira block	50000
7	Mathematics	Congruence for some partition functions	50000
8	Mathematics	Analytical solutions of fractional order soliton type partial differential equations	50000
9	Physics	outdoors ageing of Fly ash reinforced GFRP hybrid composite for light weight applications	75000
10	Biotechnology	Isolation and screening of indigenous microbial consortia as a potential biocontrol agent for effective management of fungal diseases in crops: an eco-friendly approach	80000
11	Computer science	Development of unsupervised machine learning models for obsessive compulsive disorder detection from oxidative stress biomarkers	75000
12	Environmental Science	Soil carbon forms for long term storage in pasture vis-à-vis forest land use of western Odisha, India	70000
13	Sanskrit	The odia translation of astadhyayi	60000
14	Sanskrit	Reflection of cultural elements in secondary and higher secondary Sanskrit text books: a content analysis	50000
15	Sanskrit	An analytical study of Dana in manu and Yajnavalkya smriti	50000
16	Commerce	Socio-economic insecurity of sambalpuri handloom weavers: an analysis in sambalpur district of western odisha	70000
17	Geography	Monitoring sustainable development goals (SDGs) in Sambalpur	60000
18	Philosophy	A Gerontological Study of human Wellbeing: Greek and Indian perspectives	50000
19	Anthropology	A study on Sambalpuri Music and Dance	100000

Research Promotion Cell (RPC)

The idea of establishment of the Research Promotion Cell (RPC) on the campus of Gangadhar Meher University was mooted on the 1st August 2017 and the RPC was formally constituted in the first week of August 2017. It was again reconstituted vide Notification No. 3245, dated 31.10.2017. The RPC envisages promotion of quality research on the campus of Gangadhar Meher University with the following functions:

- To inculcate research bent of mind among the teachers, research scholars, and students.
- To organize workshops and hands-on training programs for capacity building of teachers and research students.
- To disseminate information about research project grants.

- To disseminate information about databases and to train all stakeholders for maximum usage of those databases.
- To impart training on the art of writing projects, research papers, and reviews.
- To encourage teachers for submitting and conducting research projects.
- To disseminate knowledge about patent filing, copyright and IPR.
- To encourage teachers to participate in offering consultancy.
- To encourage teachers to carry out researches aimed at solving both local and global problems.
- To encourage teachers to practice good research ethics while carrying out quality research.

Research and Academic Collaborations

The University has collaborations towards research and academic exchanges with many institutions of National and International repute such as:

- Veer Surendra Sai Institute of Medical Sciences and Research, Burla
- Sambalpuri Bastralaya Handloom Coop. Society Ltd. Bargarh, Odisha.
- Kalinga Institute of Social Sciences, BBSR, Odisha
- Pt. Ravi Shankar Shukla University, Chattisgarh
- Utkal University of Culture, BBSR, Odisha
- Odisha State Police housing & Welfare Corporation Ltd., BBSR
- Khariar Autonomous College, Khariar
- The Odisha State Open University
- Central Public Works Department , BBSR
- Heritage Vision Education Trust, Samantarapur, BBSR
- University of Science & Technology, Meghalaya
- INFLIBNET, Ahmadabad
- Sambalpur Public Library.
- Central Tribal University of Andhra Pradesh
- Dev Sanskrit Vishwavidyalaya, Haridwar
- Zoological Survey of India, Kolkata.

OUR BASIC FACILITIES AND SERVICES:

Games and Sports

Gangadhar Meher University aims to fill the minds of students with a determination and undying spirit to achieve milestones in life. The university not only stresses on academics, but extra-curricular activities, skill development programmes and extensive sports activities to give the students a holistic approach and develop their personalities. More than hundred students take part in the Inter-University National Champions and representing University at National level.

The University every year organises various Intra University sports/games/athletics events, to motivate students and inculcate the sportsman spirit among them. In 2022, GMU team won the inter-university championship in Kabaddi and Table Tennis and participated in weightlifting and Judo in the Khelo India programme. To spread the spirit of Hockey World Cup 2023, the Sports Council GMU organized the Intra-University Men's Hockey and represented the Odisha State Inter University Hockey(Men) Tournament-2023 and secured Fourth position in league Tournamentsponsored by the Department of Higher Education, Government of Odisha.

National Cadet Corp (NCC)

Gangadhar Meher University has presently two functional NCC units namely 5 O Batallion, Army wing and Naval wing, respectively. The NCC units of GMU provide ample opportunities to develop one's physical and intellectual potential through different training camps and activities like Republic Day Camp (RDC), ThalSainik Camp (TSC), Basic Leadership Camp (BLC), Advanced Leadership Camp (ALC), Combined Annual Training Camp (CATC), Army Attachment Training Army (AATC), Wing Activities, Youth Exchange Programme (YEP), community development programme cum social service activities like sapling plantations, blood donation camps, social awareness rallies, cleanliness drives of statues, COVID-19 related camps, adventure training like Cycle Expedition, Trekking & Sports etc. along with institutional trainings including Foot Drill, Arms Drill, Weapons Training, Self Defence, Map Reading etc. Every year cadets of the GMU attend above different training camps as per the schedule provided by the directorate, group and unit time to time. From the raising of the NCC units in the GMU, many cadets of units got appointed as army officers and in general duty of the Indian Army from time to time.

Various courses like para training, Mountaineering with Rock Climbing, Basic Leadership and Advanced Leadership courses are open to N.C.C. Cadets. Membership in the NCC entitles one to gain Weightage in admission.

Aims of NCC:

- To develop character, courage, comradeship, discipline, leadership, secular outlook, spirit of adventure and sportsmanship and the ideals of selfless service among the youth of the country.
- To create human resources of organized, trained and motivated youth, to provide leadership in all walks of life and always available for the service of the nation.
- To provide a suitable environment to motivate the youth to take up a career in the armed forces.

Cardinals of Discipline:

- Unity and Discipline
- Obey with smile
- Be punctual
- Work hard and without fuss
- Make no excuses and tell no lies.

Youth Red Cross (YRC)

Youth Red Cross wing of Gangadhar Meher University is performing excellent by conducting regular activities as per the mandate and motto of YRC. It organises regular awareness camps in slum areas regarding education, health and hygiene, anti-tobacco campaign and blood donation camps in association with “Ama Odisha” and Blood Bank of DHH, Sambalpur and VIMSAR, Burla. There are 233 students registered as volunteers of YRC unit of GMU, extending support to the National Tobacco Control Programme (NTCP) by declaring the campus of the university as No Tobacco Zone and by organizing campaigns inside the campus to raise awareness on the harmful and deadly effects of tobacco use and second-hand smoke exposure, and to discourage the use of tobacco in any form. Several members of the YRC formed an emergency blood donors group on social media platforms to arrange blood units on alternation of blood groups in blood banks, thus encouraging their friends and relatives to donate blood voluntarily.

National Service Scheme (NSS)

The Gangadhar Meher University has two NSS wings (Boys and Girls). As per the motto or watchword of National Service Scheme: 'NOT ME BUT YOU', about 158 (86 boy and 72 girl) students of GMU participate readily in NSS activities such as, Campus cleaning program, Social place cleaning program in hospitals and religious places before and after large gatherings, Generous donation program, Plantation program and etc. "Dilwalonki Diwali" an unique program of the GMU NSS being organized by the volunteers on Diwali by donating study materials and daily use articles to orphanages and old age homes. Teach Sambalpur is another program by GMU NSS, which provides support to the young minds in slum and villages nearby, by providing education and extracurricular and co-curricular activities on Sundays, by forming a Gangadhar Meher University Society for Improvement of Society (GMUSIC). The volunteers provide support to the local traffic police in controlling traffic in certain areas of the town during rush hours and as and when needed by the local authority. Blood Donation program of the GMU NSS is a notable and praiseworthy program of the volunteers. Biannual blood donation programs are organized by the NSS, where volunteers actively participate, make others aware and encourage donating blood in large number so that, the motto of the NSS is fulfilled.



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ଜିଏମ୍.ସୁରେ ମେଗା ଶିବିର, ରେଜର୍ଡ ୨୨୭ ଜଣଙ୍କ ରକ୍ତଦାନ



METHODOLOGY:

Institutional Developmental Planning was done intensively and worked out scientifically.

The major steps in the procedure of institutional planning followed are as follows:

1. Analysis
2. Survey
3. Improvement
4. Prioritisation and enlisting

Analysis

For effective organisation of university planning, a Special Committee was formed by the Vice chancellor to analyse the present situation in respect of the needs of the university. Several meetings were carried out with the different stake holders of the institution like syndicate members, alumni, parents, faculties, staff and students with the board in order to assess that some pre-requisite conditions are fulfilled. The major need of the sessions was to analyse the gap between where we are at present i.e., the existing status and where we ought to be i.e. the status after five years.

Analysis of pre-requisite conditions such as-

- (i) Social infrastructure
- (ii) Research and Innovation
- (iii) The laboratory and library facilities
- (iv) Teaching and non-teaching staff position
- (v) Examination reform
- (vi) Additional components like hostels, staff quarters, play-grounds etc.

Again, there was another meeting of the Committee in order to identify the areas of improvement.

Survey

The committee members of IDP executed a survey of the existing resources and the resources that can be easily available. Statistical facts and figures regarding enrolment, staff, equipment, books, examination results etc. were placed before the Board for ready reference.

Two categories of resources were taken into consideration such as:

1. Resources in the University e.g., the building equipment, library, laboratory, etc.

2. Resources available in the community, e.g., industries, technical institutions and concerned state departments

The committee prepared the plan for the best use of the resources for the benefit of the students. It was kept in the mind that the institutional planning would aim at the maximum use of the available human and material resources.

Improvement

After careful consideration, a list of improvement programmes for the university was prepared with details about each programme. Each improvement programme need was defined in terms of utility of the University and financial implications if any.

Prioritisation and Enlisting

The prioritisation was done after the assessment and accordingly the most needed programmes were included in the IDP. Then the programmes and activities were enlisted. The year wise execution details were framed along with the budget requirement for making it a comprehensive strategic plan.

Research and Innovation

The University is committed to high quality research and innovation having societal relevance. In order to facilitate research activities, the University has developed a well drafted Research Policy to guide, encourage, fund, support and monitor core and interdisciplinary as well as multidisciplinary research. University and individuals are encouraged to achieve and sustain research excellence.

Objectives:

- To promote multidisciplinary research in new, emerging and thrust areas of social relevance.
- To create right environment and facilities for interdisciplinary research.

Sl. No.	Strategies	Present status	Year-1	Year-2	Year-3	Year-4	Year-5
1	Popularization and implementation of university research policy	Research policy developed	Full implementation of Research policy	√	Amendment in Research policy as required	Implementation of amended research policy	√
2	Creation of an ecosystem for continuous publication in journals (UGC care listed/WoS/Scopus)/books, design and development of patents	Every faculty to publish Two articles /year	Two articles /Year	Two articles /Year	Two articles /Year	Two articles /Year	Two articles /Year
3	Maintenance of standard ethics in research through procurement of plagiarism Softwares as well as for big data analysis.	Anti-Plagiarism software procured	√	√	√	√	√
4	Undertaking research with industry collaboration focussing on practical problems and applications in real life situations	One collaboration /Year. Focus area of research collaboration and thrust areas conceptualized.	Two collaboration /Year	Two collaborations /Year	Two collaborations /Year	Five collaborations /Year	Five collaborations /Year
5	Creation of a broad funded research footprint	50 Lakhs /Year	One Crore /Year	One Crore /Year	1.5 Crores /Year	Two Crores	2.5 Crores

	through mobilization of extramural funds that would cater to 60% of funded research in the University					/Year	/Year
6	Strengthening of existing research infrastructure including buildings, equipment, databases, books, journals and other facilities as required for pursuing research on campus.	Science dept with well-equipped infrastructure	Social Science departments will be strengthened	Management departments will be strengthened	Language departments will be strengthened	All self finance departments will be strengthened	All departments will be strengthened with necessary equipment
7	Establishment of Centre for Innovation and incubation in the University	Centre for Innovation and incubation conceptualized	√	Establishment of women centric bio incubator	Funding to small businesses	Full implementation of women centric innovation and incubation	√
8	Establishment of Graduate and post-graduate innovation clubs	Socio-cultural innovation clubs conceptualized	Development of infrastructure for Socio-cultural innovation clubs for climate changes and gender equality	Development of digital innovation schemes	Strengthening of socio-cultural and digital innovation club	√	√
9	Establishment of Graduate and post-graduate Researcher Groups	Graduate and post-graduate Researcher Groups conceptualized	Development of infrastructure for graduate and post-graduate Researcher Groups	Creation of fund resources for Researcher groups	Strengthening of Graduate and post-graduate Researcher Groups	Strengthening of Graduate and post-graduate Researcher Groups	Strengthening of Graduate and post-graduate

							Research Groups
10	Formulation and implementation of Institutional Integrity policy	Institutional Integrity policy developed	Implementation of the Institutional Integrity policy	√	√	√	√

BUDGET:

BUDGET FOR INSTITUTIONAL PROJECT FOR FIVE YEAR 2023-28:

Sl No.	Activities	Year 1	Year 2	Year 3	Year 4	Year 5
A.	Infrastructure:					
1.	Modernization of laboratories and appointment of technicians	2Cr	2Cr	2Cr	2Cr	2Cr
2.	Developing of new laboratories for existing and new programmes and appointment of technicians (New Campus)	5 Cr	5 Cr	5 Cr	5 Cr	5 Cr
3.	Set up of Smart classrooms	2Cr	2Cr	2Cr	2Cr	2Cr
4.	Setting up of a Video lab (Teaching-learning resources)	2 Cr	1Cr	-	-	-
5.	Procurement of Furniture	1 Cr	1 Cr	1 Cr	1 Cr	1 Cr
6.	Modernization/ improvements of supporting departments	2Cr	2Cr	2Cr	2Cr	2Cr
7.	Automation of Library	2Cr	1 Cr	1 Cr	-	-
8.	Automation of Academic and Examination Section (Maintaining students records and linking it with examination section)	2Cr	2Cr	-	-	-
9.	Refurbishment (Minor Civil Works)	2 Cr	2 Cr	2 Cr	2 Cr	2 Cr
10.	Repair of staff quarters	5Cr	5Cr	2 Cr	2 Cr	2 Cr
11.	Repair of Hostels	3Cr	2Cr	2Cr	2Cr	2Cr

12.	Construction of staff quarter	5Cr	5Cr	5Cr	5Cr	5Cr
13.	Establishment of Gymnasium	1 Cr	-	-	-	-
14.	Developing of Green Campus	1Cr	-	1Cr	-	-
15.	Construction of furnished Guest house (3 storied building. Plinth area-2000sq ft)	3 Cr	3 Cr	4Cr	-	-
	Total	38 Cr	33 Cr	29 Cr	24 Cr	23 Cr
B.	Research and Development Support:					
1.	Providing Teaching and Research Assistantship to existing and new Ph.D. Programs	0.5 Cr	0.5 Cr	0.5 Cr	0.5 Cr	0.5 Cr
2.	Provision of resources for research support (Publication fee)	0.15 Cr	0.15 Cr	0.15 Cr	0.15 Cr	0.15 Cr
3.	Subscribing to Research Journals	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr
4.	Subscription to Data Base	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr
5.	License for Research Software	0.05 Cr	0.05 Cr	0.05 Cr	0.05 Cr	0.05 Cr
6.	Purchase of Research Software	0.15 Cr	0.15 Cr	0.15 Cr	0.15 Cr	0.15 Cr
	Total	1.05 Cr	1.05 Cr	1.05 Cr	1.05 Cr	1.05 Cr
C.	Faculty Development Support:					
1.	Attending Seminar/Workshop/FDP	0.30 Cr	0.30Cr	0.30 Cr	0.30Cr	0.30 Cr
2.	Organizing of Seminars/Workshop	0.30 Cr	0.30Cr	0.30 Cr	0.30 Cr	0.30 Cr
3.	Industrial Visit	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr	0.10 Cr
	Total	0.70 Cr	0.70 Cr	0.70 Cr	0.70 Cr	0.70 Cr

D.	Institutional reforms:					
1	Technical assistance for procurement and academic and examination activities	0.5 Cr	0.5 Cr	0.5 Cr	0.5 Cr	0.5 Cr
2	Institutional management capacity enhancement	0.3 Cr	0.3Cr	0.3Cr	0.3Cr	0.3Cr
	Total	0.80 Cr	0.80 Cr	0.80 Cr	0.80 Cr	0.80 Cr
E.	Academic support:					
1	Creation of new departments/courses	0.5 Cr	0.5Cr	0.5Cr	0.5Cr	0.5Cr
2	Enhanced Interaction with Industry	0.2 Cr	0.2Cr	0.2Cr	0.2Cr	0.2Cr
3	Temporary faculty engagement	0.5 Cr	0.5Cr	0.5Cr	0.5Cr	0.5Cr
4	Student support activities including sports and other extracurricular activities	0.5 Cr	0.5Cr	0.5Cr	0.5Cr	0.5Cr
5	Engagement of Adjunct faculty/Prof. of Practice	0.5 Cr	0.5Cr	0.5Cr	0.5Cr	0.5Cr
6	Exposure visits by faculty and students	0.5 Cr	0.5Cr	0.5Cr	0.5Cr	0.5Cr
	Total	2.70 Cr	2.70 Cr	2.70 Cr	2.70 Cr	2.70 Cr

Summary of the Budget for 5 Years 2023-28:

Sl. No.	Category	Amount (in crores)
1	Infrastructure	147 Cr
2	Research and development support	5.25 Cr
3	Faculty Development Support	3.50 Cr
4	Institutional reforms	4.00 Cr
5	Academic support	13.5 Cr
	TOTAL	173.25 Cr

DEVELOPMENTAL OBJECTIVES:

GOAL : CURRICULLUM EXCELLENCE

OBJECTIVES :

1. To design and implement a flexible, local need-oriented nationally approved and adopted course curriculum for the qualitative improvement of students in the long run.
2. To introduce new skill-based add-on/non-credit/short-term courses for academic diversification and enhancement of employability of the students.
3. To redesign the curriculum at regular intervals basing on the development of ICT-enabled teaching and learning methods in association with the dynamic needs of the local industries.

GAPS :

1. Syllabi at PG level are not being updated at quick intervals.
2. Still to introduce many skill-based add-on/non-credit courses to diversify the course curriculum.
3. The course curriculum is not as per the requirements of the local industries and hence there is no system in place to have industry-academia interface in true sense of the term.
4. There is ample scope for increasing the use of IT and IT-enabled services in teaching and learning system and processes.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :To design and implement a flexible, local need-oriented nationally approved and adopted course curriculum for the qualitative improvement of students in the long run.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	CBCS with more inter-stream choices of subjects						2023-2024	2027-2028
<u>2</u>	More subjects at UG and PG level as per market demands						2023-2024	2027-2028
<u>3</u>	Modification of syllabi as per the NEP-20 mandate						2023-2024	2027-2028

OBJECTIVE -2 :To introduce new skill-based add-on/non-credit/short-term courses for academic diversification and enhancement of employability of the students.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	New add-on elective subjects at UG and PG level						2023-2024	2027-2028
<u>2</u>	At least two non-credit course in each department						2023-2024	2027-2028
<u>3</u>	Introduction of vocational courses like Handloom technology, Sambalpuri Art & Craft, Song & Dance etc.						2023-2024	2027-2028
<u>4</u>	A special Skill Enhancement Cell to co-ordinate all affairs relating to vocationalization of education						2023-2024	2027-2028

OBJECTIVE -3 :To redesign the curriculum at regular intervals basing on the development of ICT-enabled teaching and learning methods in association with the dynamic needs of the local industries.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Field study as an integral part at both UG and PG level						2023-2024	2027-2028
<u>2</u>	Compulsory internship for students of each department						2023-2024	2027-2028
<u>3</u>	Computer application as a compulsory course for students of all streams						2023-2024	2027-2028

PEDAGOGICAL EXCELLENCE

OBJECTIVES :

1. To facilitate students and teachers with IT and IT-enabled services at the classroom level.

1. To put in place a student-centric teaching-learning system.
2. To make available on-line learning resources through repositories for the benefit of all categories of students and teachers as well.

GAPS :

1. The traditional method of chalk-and-talk still in domination.

2. Lack of modern educational gadgets as per requirements.
3. No smart classrooms in true sense of the term.
4. Majority of teachers and non-teaching support staff lack knowledge and practical training on the use and applications of modern educational gadgets and methods.
5. Group Discussions method not yet fully introduced.

ACTIVITIES PROPOSED:

<u>OBJECTIVE -1 :To facilitate students and teachers with IT and IT-enabled services at the classroom level.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Compulsory training of all teachers on the use and applications of ICT-enabled teaching methods through Faculty Development Programmes (FDPs)						2023-2024	2027-2028
<u>2</u>	Establishment of at least two state-of-the-art Smart Classrooms in each department						2023-2024	2027-2028
<u>3</u>	Centralised Modern Video Conference Hall for facilitating Webinars, interactive sessions, virtual classroom contents and talk by experts.						2023-2024	2027-2028

<u>OBJECTIVE -2 :To put in place a student-centric teaching-learning system.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Group Discussions in each paper on non-credit basis						2023-2024	2027-2028
<u>2</u>	Compulsory Field study for all category of students						2023-2024	2027-2028
<u>3</u>	In-house development of study materials by teachers in association with students						2023-2024	2027-2028

OBJECTIVE -3 :To make available on-line learning resources through repositories for the benefit of all categories of students and teachers as well.

Sl.no	ACTIVITIES PROPOSED	Y-1	Y-2	Y-3	Y-4	Y-5	Start Date	End Date
<u>1</u>	Creation of a central Institutional Repository of Lecture Notes, video lectures of reputed/expert faculty						2023-2024	2027-2028
<u>2</u>	Creation and Maintenance of on-line study materials						2023-2024	2027-2028
<u>3</u>	Making available e-journals and other online resources at individual teacher level						2023-2024	2027-2028
<u>4</u>	Procurement and installation of JSTOR and other specialized solutions						2023-2024	2027-2028

ACADEMIC ADMINISTRATION

OBJECTIVES:

- 1. To ensure a vibrant and supportive academic environment through a student-centric academic management system as per the practices of Human Resource Management.**
- 2. To put in place a robust system of monitoring, control and incentive-based academic administration**
- 3. To create and maintain comprehensive database of students, teachers and academic activities and events on a regular time-bound manner.**
- 4. To have an effective students' Grievance Redressal Mechanism for an effective Complaints Management.**

GAPS :

- 1. Inadequate efforts and system on Database Management.**
- 2. More needs to be done for monitoring, evaluation and control of human resources.**
- 3. Need for technology-based method of tracking of academic progress, attendance of teachers and students, leave management, departmental activities and events etc.**
- 4. Need for creation of a platform for interface between teachers, students and parents through the use of technology.**

ACTIVITIES PROPOSED :

OBJECTIVE -1 To ensure a vibrant and supportive academic environment through a student-centric academic management system as per the practices of Human Resource Management.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Installation of Enterprise Resource Planning (ERP) software on a MIS Platform						2023-2024	2027-2028
<u>2</u>	Training of all employees to manage the system						2023-2024	2027-2028
<u>3</u>	Creation of a system of Feedback Management involving students and staff						2023-2024	2027-2028

OBJECTIVE -2 :To put in place a robust system of monitoring,control and incentive-based academic administration .

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Bio-metric system of attendance of students and staff through linkage with the ERP and MIS (Attendance Management)						2023-2024	2027-2028
<u>2</u>	Regular Parent-teachers and Teacher-Students Interactions by way of technological means						2023-2024	2027-2028
<u>3</u>	Institution of Best Employee/Teacher Awards, Felicitation and open display of their names						2023-2024	2027-2028

OBJECTIVE -3 :To create and maintain comprehensive database of students,teachers and academic activities and events on a regular time-bound manner

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	ERP and MIS-based database management system						2023-2024	2027-2028

<u>2</u>	Compilation of a Data Archive (yearly) having the totality of information of the institution						2023-2024	2027-2028
<u>3</u>	A student Databank having information relating to Academic achievements, Placement, scholarships,Awards and fellowships, access to the library,canteen and other facilities available						2023-2024	2027-2028
<u>4</u>	An Academic Programme Oversight Committee for monitoring of academic programmes						2023-2024	2027-2028

EXAMINATION REFORMS (for Universities/ autonomous colleges only)

OBJECTIVES :

1. To effect improvements in the present system of conduct of examination with the help of technological means.
2. To simplify the procedural aspects so that the system can be less time-consuming and early declaration of results could be possible.

GAPS :

1. Minimal use of technology-based services in conduct of examinations both internal and term end.
2. Still to venture into the e-valuation of scripts and e-preparation of question papers.
3. No departmental autonomy in the context of conduct of examinations.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1-</u> To effect improvements in the present system of conduct of examinations with the help of technological means.								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	The MIS-based ERP system to be put in place to manage all examinations						2023-2024	2027-2028
<u>2</u>	e-preparation of question papers and e-valuation of answer scripts						2023-2024	2027-2028
<u>3</u>	Online availability of results						2023-2024	2027-2028

OBJECTIVE -2: To simplify the procedural aspects so that the system can be less time-consuming and early declaration of results could be possible.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Conduct of examinations to be decentralised in favour of individual departments						2023-2024	2027-2028
<u>2</u>	Marks of internal exams to be communicated to the COE within three days of completion of examinations through the ERP system						2023-2024	2027-2028
<u>3</u>	Internal data transfer through interface between the Academic section, Examination section, Hostel, Library, Fee counter and each department for quick supply of information, marks and students' database for early publication of results.						2023-2024	2027-2028
<u>4</u>	Objective Type tests with the help of OMR sheets and OMR Reader machine						2023-2024	2027-2028

INFRASTRUCTURAL DEVELOPMENT & MAINTENANCE

OBJECTIVES:

1. To create new/ upgrade the existing infrastructural facilities and maintain the heritage building for students' recreation, activities and empowerment.
2. To create multiple centralized computer laboratories for teaching, learning, research, extension, examination and other ICT-based activities and services.
3. To have a sports complex/mini stadium for sports and fitness-related activities.
4. To renovate the existing staff quarters and construct new staff quarters for teaching and administrative staff.
5. One state of the art Guest House in the Second campus
6. Two Research Scholars' hostels in the second campus

GAPS :

1. Enough funding support required for the maintenance of the existing huge infrastructure including the heritage building.

2. Non-existence of a centralized computer lab having more than 300 computers for academic and extra-academic activities.
3. Non-existence of a sports complex/a mini stadium for sports and athletic events.
4. No separate section/cell/body to maintain the already created civil, electrical, electronic, plumbing -related structures and apparatus etc.

ACTIVITIES PROPOSED:

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Separate Maintenance Management Cell (MMC) with adequate funding for the maintenance of the heritage building,civil,electrical,electronic,plumbing and related structures and apparatus etc.						2023-2024	2027-2028
<u>2</u>	Creation of a Students' Utility/ Activity Centre housing bank, cafeteria, common room,gymnasium, Ramps and special toilets for differently-abled students etc.						2023-2024	2027-2028
<u>3</u>	Construction of a state -of -the- art University Guest House						2023-2024	2027-2028
<u>4</u>	Installation of Solar panels on Hostel rooftops for green energy						2023-2024	2027-2028

OBJECTIVE-2-To create centralised computer lab and related infrastructure for teaching, learning, research, extension, examination and other ICT-based activities and services.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	A central Computer Lab with 300 computers for teaching, learning, research,online examinations,e-valuation etc.						2023-2024	2027-2028
<u>2</u>	State-of-the art Video conferencing halls(TWO) for e-access to knowledge resource,webinars,virtual classrooms,conferencing etc.						2023-2024	2027-2028
<u>3</u>	Ultra-modern Language Lab						2023-2024	2027-2028

<u>OBJECTIVE -3 :To have a sports complex or mini stadium for sports and fitness-related activities.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Construction of a Mini Stadium/sports complex						2023-2024	2027-2028
<u>2</u>	Central Gymnasium facilities						2023-2024	2027-2028
<u>3</u>	One Integrated Indoor Stadium-cum-Staff Club						2023-2024	2027-2028
<u>4</u>	Staff Quarters and Two Research Scholars' Hostels						2023-2024	2027-2028

PARTNERING WITH KNOWLEDGE HUBS

OBJECTIVES:

1. To tie-up with specialized knowledge hubs for academic, research and extension activities.
2. To get engaged with reputed and highly demanded knowledge hubs for faculty-exchange and student-exchange programs.

GAPS :

1. Yet to develop a structure and framework for engagement with specialized knowledge hubs of importance.
2. Very limited scope of extension activities for students and staff as well.
3. No system in place to go for faculty and student-exchange programs with any specialized centers or agency.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :To tie-up with specialised knowledge hubs for academic, research and extension activities.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Collaboration with knowledge hubs of						2023-	2027-

	importance through signing of MOUs						2024	2028
<u>2</u>	MOU with the Indian Institute of Handloom Technology (IIHT),Bargarh for an incubation training centre for Sambalpuri Handloom						2023-2024	2027-2028
<u>3</u>	Establishment of a Captive Breeding Unit/Field Unit for Mahaseer Fish in collaboration with CIFA-ICAR						2023-2024	2027-2028

OBJECTIVE -2 :To get engaged with reputed and highly demanded knowledge hubs for faculty-exchange and student-exchange programmes.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	MOUs with National and International Institutions for Faculty and Student Exchange Programmes						2023-2024	2027-2028
<u>2</u>	Collaboration with institutions/universities for research,development of study materials and e-learning resources,						2023-2024	2027-2028

AUTOMATION AND INFORMATION TECHNOLOGY

OBJECTIVES :

1. To move progressively towards a completely digitalized campus along with a system of paperless and cashless transactions.
2. To completely automatize the central library management system.

GAPS :

1. Lots need to be done as far as the campus digitalization status is concerned.
2. The traditional system of accounting and finance still in practice.
3. Paperless campus system is already introduced but lot more to be done.
4. Although the library has been automatized, there is huge scope for computerized library management and reporting.

ACTIVITIES PROPOSED :

OBJECTIVE -1 :To move progressively towards a completely digitalised campus along with a system of paperless and cashless transactions

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Introduction of a complete package of ERP on a MIS platform						2023-2024	2027-2028
<u>2</u>	A strong central server system for database management and operation of the MIS with ERP.						2023-2024	2027-2028
<u>3</u>	Local Area Network (LAN)/ 1-GBPS Lease Line for internal networking/connectivity of all departments, sections and facilities.						2023-2024	2027-2028

OBJECTIVE -2 :To achieve complete automation the central library management system.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Complete automation of the library and the library management system within the MIS with ERP platform.						2023-2024	2027-2028
<u>2</u>	e-procurement of books and journals						2023-2024	2027-2028
<u>3</u>	Procurement of specialized software for research and publications						2023-2024	2027-2028

STAKEHOLDERS INVOLVEMENT

OBJECTIVES :

1. To develop a system for continuous involvement of Students, Alumni and Parents in all academic and extra-academics activities and processes.
2. To engage students in feedback management system.
3. To design a structure for frequent industry-academia interface.

GAPS :

1. Involvement of alumni, parents and local industries is being done but very limitedly.
2. There is need for putting in place a robust and effective feedback management system.
3. Lot more to be done for translating academic outcomes for socio-economic benefits of the society at large.
4. Need for the continuous engagement of local industries both in academic enrichment as well as in placement of students.

ACTIVITIES PROPOSED :

OBJECTIVE -1 :To develop a system for continuous involvement of Students,Alumni and Parents in all academic and extra-academics activities and processes.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Formation of a Student-Academic Council for academic monitoring and problem solving						2023-2024	2027-2028
<u>2</u>	Formation of a Centre for Alumni Connect and Resource Generation *Giving back to Alma Mater *Alumni Achievers Awards *Alumni for Students						2023-2024	2027-2028
<u>3</u>	Parent-Teachers meeting at regular intervals *Reach your students(RYS) *Student Media body						2023-2024	2027-2028

OBJECTIVE -2 :To engage students in feedback management system.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Development of a Feedback Management system using ERP and technology-based methods						2023-2024	2027-2028
<u>2</u>	A separate Feedback Management Cell to be formed with a Nodal officer for analysis, processing,reporting and follow-up action						2023-2024	2027-2028

OBJECTIVE -3 :To design a structure for frequent industry-academia interface .

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Formation of a Committee with members from local industries,institutions and teachers for industries' need-specific course curriculum						2023-2024	2027-2028
<u>2</u>	Teachers' visit to industries as a part of exposure training on un-coded needs of industries						2023-2024	2027-2028
<u>3</u>	Internship of students in selected industries on HR, Marketing, Finance, Logistic and Supply Chain including Operational research						2023-2024	2027-2028

MANPOWER MANAGEMENT

OBJECTIVES :

1. To develop a concrete system or a HR cell for effective management of Human Resources.
2. Proper Leave Management with the help of MIS-based technology.
3. Incentivization of dedicated high performing workhorses for encouragement and efficiency.

GAPS :

1. The traditional method of man management through official orders and placement.
2. On-line and real-time leave management system still to be introduced.
3. No incentive structure for best-performing employees under govt.schemes.
4. There is no staff recreation center or facility for enhancing employees' involvement through relationship management.

ACTIVITIES PROPOSED :

OBJECTIVE -1: To develop a concrete system or a separate HR cell for effective management of Human Resources.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>

<u>1</u>	Creation of a special Human Resource Cell for effective management of HR and related activities *Creation of Employees' Directory-employee code						2023-2024	2027-2028
<u>2</u>	Application of the MIS-based ERP system/SAMARTH for manpower management						2023-2024	2027-2028
<u>3</u>	Feedback management of all teaching and non-teaching staff on quarterly basis with follow-up action						2023-2024	2027-2028

OBJECTIVE -2 :Proper Leave Management with the help of MIS-based technology.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	The MIS-based ERP system/ SAMARTH to be implemented for Leave Management system						2023-2024	2027-2028

OBJECTIVE -3 :Incentivization of dedicated high performing workhorses for encouragement and efficiency.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Incentives to efficient,effective and dedicated staff members in terms of institutional awards, display of scroll of honour and appreciation						2023-2024	2027-2028

CREATING INSTITUTIONAL BRAND IMAGE

OBJECTIVES :

1. To take steps for enhancing the reputation of the university in terms of academic excellence and effective delivery of services.
2. To focus on employability of graduates and strengthening of the placement cell.
3. To strive for making the university a center of research and extension activities.
4. To undertake promotional programs exhibiting components of institutional excellence.

GAPS :

1. Non-availability of measurement indicators for assessing the institutional brand image.
2. Being a government institution there is no scope for promotional programmes.
3. The already active placement cell has to be re-modelled with dynamic linkages with industry partners.
4. There is ample scope for making the university a research base with meaningful extension activities for societal benefits.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :To take steps for enhancing the reputation of the university in terms of academic excellence and effective delivery of services.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Conduct of National and International Seminars,workshops, webinars on regular basis by Schools/departments.						2023-2024	2027-2028
<u>2</u>	Academic Collaborations and Exchange Programmes with centres of excellence regionally,nationally and globally.						2023-2024	2027-2028
<u>3</u>	Mechanism for transfer of research outcomes to classrooms in particular and society in general.						2023-2024	2027-2028
<u>4</u>	Department-specific District and State level programmes like Annual Budget Conclave (Economics), World Heritage Day(History),Hindi Divas (Hindi),Human Rights Day(Pol.sc), World Env.Day and Earth Day(Env.Sc),Bio-Diversity Day (Life Sciences),Science Day (Physics) and so on.						2023-2024	2027-2028

OBJECTIVE -2 :To focus on employability of graduates and strengthening of the placement cell.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Industry –academia interface						2023-2024	2027-2028
<u>2</u>	Industry executives in the Placement committee of the university						2023-2024	2027-2028
<u>3</u>	Special coaching for entry into services like Banking,NET,SSB,SSC,RRB,OES etc.with the combined effort of dedicated faculties across departments and retired teachers						2023-2024	2027-2028

OBJECTIVE -3 :To strive for making the university a centre of research and extension activities.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	A dedicated Research and Publication Cell to undertake research projects to cater to academic and social needs of the time						2023-2024	2027-2028
<u>2</u>	The MIS-based ERP to manage the complete database relating to research output and publication details						2023-2024	2027-2028
<u>3</u>	Village adoption and consultancy services by departments as part of extension activities						2023-2024	2027-2028

OBJECTIVE -4 :To undertake promotional programmes exhibiting components of institutional excellence.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Preparation of Databases, Videos, documentaries, still photographs, hoardings, advertisement through print and electronic media as part of						2023-2024	2027-2028

	promotional measures							
<u>2</u>	Public Perception Mapping (PPM) on GMU as a brand through survey,questionnaire and deliverable outcomes						2023-2024	2027-2028
<u>3</u>	Showcasing of artistic talents of the students in Sambalpuri Folk culture being supported by local artistic organisations in platforms like Loka-mahotsava and State/National level programmes						2023-2024	2027-2028

RESEARCH & DEVELOPMENT

OBJECTIVES :

1. To transform the university as a research-based center of excellence.
2. To actualise the interlinkages between academic research,course curriculum and needs of the industries and the society at large.

GAPS :

1. Being a new university, major targeted effort is needed structurally and otherwise for transforming the institution into a research-based center of excellence.
2. Very limited involvement of industries and insignificant interface between industry and academia.
3. No system yet been developed for making the university a research-based knowledge hub.
4. Much more effort is required for innovations,start-ups and consultancy services.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :To transform the university as a research-based centre of excellence.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	A centralised research cell for supervision,monitoring and facilitation of research initiatives,innovations, patents, consultancy,publications and citations management.						2023-2024	2027-2028
<u>2</u>	Establishment of centres of excellence in othermajor schools/departments of the university						2023-2024	2027-2028

<u>3</u>	Use of the MIS-based ERP system for research and initiative for excellence						2023-2024	2027-2028
<u>4</u>	Installation of software for Plagiarism check, besides OURIGINAL						2023-2024	2027-2028

OBJECTIVE -2 :To actualise the interlinkages between academic research,course curriculum and needs of the industries and the society at large.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Industry-academia interface (already proposed)						2023-2024	2027-2028
<u>2</u>	Translating research outcomes in terms of classroom contents and extension activities						2023-2024	2027-2028
<u>3</u>	Internship programmes and exposure visits to industries.						2023-2024	2027-2028

SOCIAL OUTREACH PROGRAMS

OBJECTIVES :

1. To internalize a culture of social outreach activities at the level of individual schools/departments and centrally as well.

GAPS :

2. Only few schools/departments are actively involved in social outreach and extension programs.
3. Bodies like NSS,YRC and NCC are working within a very limited sphere.
4. Busy semester schedules acting as constraints in undertaking programs of social empowerment and enrichment.

ACTIVITIES PROPOSED :

OBJECTIVE -1 :To internalise a culture of social outreach activities at the level of individual departments and centrally as well.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Compulsory preparation of sessional schedule of outreach activities by each school/department at the beginning of the session						2023-2024	2027-2028
<u>2</u>	A centralised social outreach programme management cell “GANAGADHAR GRAMYAVIKASH PARISHAD(GGVP)-(NSS,NCC and YRC under the single umbrella of GGVP for co-ordinated activities.						2023-2024	2027-2028
<u>3</u>	“PROJECT GYAN GANGA DHĀR”- Creation of a pool of students and teachers from all streams including interested retired teachers for undertaking academic outreach programmes at rural and urban schools and colleges						2023-2024	2027-2028
<u>4</u>	Feedback Management Cell (already proposed) to assess the working,relevance and efficacy of all programmes						2023-2024	2027-2028

MONITORING AND EVALUATION

OBJECTIVES :

1. To put in place a robust and effective decentralized system of monitoring and evaluation.
2. To develop a mechanism for the system of monitoring and evaluation to work within the existing administrative structure of the university.

GAPS :

1. The traditional manual method of monitoring and evaluation still in prevalence.
2. There is ample scope for the use of technology-supported evaluation and monitoring system and structure.
3. Feedback management system is very weak and limited in scope.

ACTIVITIES PROPOSED :

OBJECTIVE -1 :To put in place a robust and effective decentralised system of monitoring and evaluation.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Formation of a group of young faculties named “ <i>Group of Movers and Shakers(GMs)</i> ” which will manage the entire monitoring and evaluation system and practices under the supervision and control of the administrative authorities. This group is supposed to oversee the implementation of all programmes and policies within the rules of the university and act just as a supervisory body.						2023-2024	2027-2028
<u>2</u>	The Feedback Management Cell and the Infrastructure development and maintenance cell are to work in co-ordination with the GMS.						2023-2024	2027-2028
<u>3</u>	A separate “SWACHHATA GROUP” involving teachers,students,NSS and YRC volunteers and non-teaching staff members to oversee the cleanliness of the entire campus and utility services.						2023-2024	2027-2028
<u>4</u>	Initiatives for introduction of mechanism to achieve green audit and energy audit						2023-2024	2027-2028

OBJECTIVE -2 :To develop a mechanism for the system of monitoring and evaluation to work within the existing administrative structure of the university.

<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Each member of the GMs will head one group with specific proposed task assigned and will be made answerable.						2023-2024	2027-2028
<u>2</u>	A central co-ordination meeting among various groups on the last working day of the last week of every month for						2023-2024	2027-2028

	evaluation,assessment and further planning.							
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EMPLOYMENT

OBJECTIVES :

1. To increase the employability of all graduates of the university.
2. To have a strong and dynamic placement cell for dissemination of information and placement programmes in association with the Career and Counseling Cell.

GAPS :

1. Much needed to be done for increasing the employability of our graduates in the changed world economic scenario.
2. A proactive placement cell in place of the present reactive one.
3. An integrated mechanism to be developed wherein the Placement cell, the career counseling cell and the language lab work hand-in-hand.
4. Maximum use of technology-based platforms for information dissemination on placement and career planning is wanted.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :</u>To increase the employability of all graduates of the university.								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Involvement of Industry experts in the course curriculum design process						2023-2024	2027-2028
<u>2</u>	Opening of add-on and soft-skill development courses as per market needs(proposed)						2023-2024	2027-2028
<u>3</u>	Compulsory Computer Application course for all students through the Narayani Panda Centre for IT Skills						2023-2024	2027-2028

<u>OBJECTIVE -2:</u> To have a strong and dynamic placement cell for dissemination of information and placement programmes in association with the Career and Counselling Cell.								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	Seminar,symposium,workshops and						2023-	2027-

	group discussions,GK and Aptitude tests to be organised by the C&CC and the Placement cell jointly.						2024	2028
<u>2</u>	Communicative English to be taught compulsorily under the banner of the Language Lab.						2023-2024	2027-2028
<u>3</u>	Employment and Career Bulletin Quarterly						2023-2024	2027-2028
<u>4</u>	QUEST-the debating society to function under the Placement and C& CC cell and undertake debating programmes regularly in association with other institutions.						2023-2024	2027-2028
<u>5</u>	General Knowledge (GK) and Current Affairs to be a compulsory non-credit course across streams.						2023-2024	2027-2028

SUPPORTING STUDENTS FROM DISADVANTAGED BACKGROUNDS

OBJECTIVES :

1. To make higher education more inclusive and broad-based through various support services to the disadvantaged groups.

GAPS :

2. A comprehensive mechanism needs to be developed for identification of students belonging to disadvantaged groups.
3. Database on such students to be developed for structured intervention.
4. Support services are confined to govt.programs like scholarships,SSG etc.

ACTIVITIES PROPOSED :

<u>OBJECTIVE -1 :To make higher education more inclusive and broad-based through various support services to the disadvantaged groups.</u>								
<u>Sl.no</u>	<u>ACTIVITIES PROPOSED</u>	<u>Y-1</u>	<u>Y-2</u>	<u>Y-3</u>	<u>Y-4</u>	<u>Y-5</u>	<u>Start Date</u>	<u>End Date</u>
<u>1</u>	A separate body named “BHIMA BHOI BIDYABIKASH BOARD(BBB)” to be formed to oversee all issues of empowerment of students belonging to disadvantaged sections.						2023-2024	2027-2028

<u>2</u>	Remedial classes and counselling for such students.						2023-2024	2027-2028
<u>3</u>	Corpus fund through Alumni,Civil society members and local donors including industries for providing academic support to such students.						2023-2024	2027-2028
<u>4</u>	A centralised online Grievance Redressal Cell to look into all grievances of all students including the students from disadvantaged groups.						2023-2024	2027-2028

Metrics &Targets

Provide the targets against the deliverables as listed below

Indicator	Present Rating	Target Rating (after 5 years)
GOVERNANCE QUALITY INDEX -		
% of Faculty Positions vacant	51%	10%
% of Non-teaching staff to teaching Staff	1.06:1	1.1:1 (as per govt. rules)
Total no of under graduation programs	25	30
Total no of post graduate programs	26	30
Total no of doctoral programs	22	30
Faculty appointment - turn around/ cycle time in months (not applicable for Govt. colleges)	NA	NA
Delay in payment of monthly salary payment of faculty	Avg. by 2nd of the next month	By 1 st of the next month
ACADEMIC EXCELLENCE INDEX -		
Delay in exam conduction and	*No delay in conduct	

declaration of results *	of examinations *Early declaration of results of Final Degree and Final PG exams(10 days last year). *Delay in declaration of first and second year semester results	*Declaration of first and second year results within 45 days of completion of examinations.
Plagiarism Check *	Our original software is in use	Other software could be adopted
Accreditation	Got Grade-A in 2015 by NAAC as an Autonomous College	Grade –A++ in 2023-24
Teacher Student ratio	1: 55	1: 25
% of Visiting professors *	2%	10%
% of students passing out with 60% or more marks	83.26%	90%
% of graduates employed by convocation	2%	10%
% Number of students receiving awards at National and International level	<3%	10%
% of expenditure on Library, cyber library and laboratories per year	0.20%	-----
% of faculty covered under pedagogical Training	44%	100%
% of faculty involved in “further education”	7%	20%
Dropout rate	<2%	<0.5%
No of foreign collaborations	1	5

Subscription to INFLIBNET	YES	JSTOR & Other on-line resources
EQUITY INITIATIVE INDEX -		
SC Student%	17.59%	Govt. norms to be maintained
ST Student%	19.94%	Govt. norms to be maintained
Gender Parity	Female students outnumber male students	Parity to be maintained
Existence of CASH(Committee Against Sexual Harassment)	YES	YES
Existence of Social Protection Cell	NO	YES
Language assistance programs for weak Students	YES	YES
REASERCH AND INNOVATION INDEX		
Per-faculty publications	2/year	4/year
Cumulative Impact Factor of publication	To be computed	----
H Index of scholars	To be computed	----
% of staff involved as principal researcher	40%	100%
% of research projects fully or more than 50% funded by external agencies, industries etc.,	100%	100%
Total no of patents granted	NIL	2
% of faculty receiving national/ international awards	NIL	5%
% of research income	NIL	5%
Doctoral degrees awarded per	0.59	-----

academic Staff		
% doctoral degrees in total number of degrees awarded	2.04	
% expenditure on research and related Facilities	NIL	10%
Digitization of Masters and Doctoral thesis	100% (Doctoral Thesis)	100%
UPE/CPE	NA	NA
% of Income generated from non-grant Sources	25%	
STUDENT FACILITIES -		
No of new professional development Programs	08	13
Existence of Placement Cells and Placement Plan	YES	YES
% of expenditure on infrastructure maintenance and addition	0.1%	-----
Availability of hostel per out-station female student	25%	50%
Availability of hostel per out-station male student	30%	50%
Student Experience Surveys	YES	YES
Infrastructure and Others -		
%Income generated from training courses	0.1% (approx.)	5%
% Income generated from consulting	NIL	3%

Computer coverage	450	700
Internet connectivity of Campus	YES, 100 MBPS Dedicated Lease Line from BSNL	Extension to 2 GBPS in case of availability of funds.

*Only for Universities/autonomous colleges

Om
02/06/2023
REGISTRAR
GANGADHAR MEHER UNIVERSITY
SAMBALPUR