INSTITUTIONAL DEVELOPMENT PLAN (IDP)

UNDER

RASHTRIYA UCHCHATAR SHIKSHA ABHIYAN (3.0)

SCHEME OF MHRD

SUBMITTED TO

JHARKHAND STATE HIGHER EDUCATION COUNCIL, RANCHI

SUBMITTED BY

MADHUPUR COLLEGE, MADHUPUR,

DEOGHAR, JHARKHAND, 815353

(A CONSTITUENT UNIT OF S.K.M. UNIVERSTIY, DUMKA)

NAAC ACCREDIATED WITH "B" GRADE

EMAIL ID – mcmadhupur@gmail.com

Website – www.madhupurcollege.com

Contents

Profile of the College

Madhupur College, registered under 2(f) and 12(b) of the University Grants Commission Act 1956, is a degree college in Madhupur of Deoghar district, Jharkhand that holds a long history of diversity and has witnessed political assimilation and fragmentation since its inception. Established in 1966 with a strong and bright vision of the then social workers, politicians, administrators and educationists like Late Yasin Ansari, Late Ajit Kr. Banerjee, Late Moti Lal Dalmiya, Late Dwarika Prasad Gutgutia, Late Ram Krishna Choudhary, Late Prahlad Modi who with their strong zeal and determination made a resolution to bring education closer to the youth of Madhupur as there were no higher education institutions in the region. Before owning its own campus, the college started its journey from Edward George High School, now known as Shyama Prasad Mukherjee High School, with Economics being the first subject to be the offered at degree level. During the 1970's, other arts subjects like English, Urdu, Sanskrit, Hindi, History, Political Science and Philosophy were introduced. At the time the college was affiliated to Tilka Bhagalpur University, Bhagalpur, Bihar Crime and later, the affiliation we transferred to Sido Kanhu Murmu University, Dumka, Jharkhand (since 1992). Since then, the college has been offering degree courses in Arts, Science and Commerce.

Vision and Mission

Vision: - Our College is committed to become a constituent institute in the field of general and professional education. The institute endeavors are directed towards establishing a world class knowledge enterprise where faculty and staff are trained to provide quality learning in a friendly and familiar ambience so that our students shall strive in excellence.

Mission:- Our College is inspired by the mission to self-sufficiency by offering continuous education programme; to cultivate the spirit of creativity and innovation amongst students and staffs to always remain at the cutting edge of management practices.

1. INSTITUTIONAL BASIC INFORMATION

1.1 Institutional Identity:

• Name of the Institution   : MADHUPUR COLLEGE, MADHUPUR

• Is the Institution Approved

  by regulatory body?   : Yes

• Furnish approval no.   :

• Type of Institution   : Govt. funded

• Status of Institution   : Non-autonomous

• Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name Phone Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)	Dr. Ratnakar Bharti	8271213666		mcmadhupur@gmail.com
RUSA Institutional coordinator	Dr. Bharat Prasad	8298190311		Bharatprasadmdp65@gmail.com
Nodal Officers for:				
Academic Activities	Mr. Horen Hansdak	9661294731		Horenhila966@gmail.com
Civil Works including Environment Management Procurement	Mr. Bijendra Turi	7739493997		bturi1930@gmail.com
Financial aspects	Dr. Ranjeet Kumar	8709569195		ranjeetkumarmadhupur@gmail.com
Equity Assurance Plan Implementation	Anita Gua Hembrom	8145238264		anitaguahembrom@gmail.com

1.2 Academic Information:

• UG/PG/PhD programs offered in Academic year 2020-21

S.No	Title of programs	Level (UG, PG, PhD)	Duration (Years)	Year of starting	Sanctioned annual Intake	Total student strength
01	B.A./ B.Com./ B.Sc.	UG	3 Years	1966	4350	1590

• Whether Institution is Accredited?

• Grade - **B**

• When **2017**

• Accreditation Status of UG programs:

Title of UG programs being offered	Whether eligible for accreditation or not	Whether accredited as on 31st March 2021	Whether "Applied for" as on 31st March 2021
Bachelor Degree in Arts/Commerce/ Science	Yes	Yes	No

• Accreditation Status of PG programs:

Title of PG programs being offered	Whether eligible for accreditation or not	Whether accredited as on 31st March 2021	Whether "Applied for "as on 31st March 2021
NA	NA	NA	NA

1.3 Faculty Status (Regular/On-Contract Faculty as on March 31st, 2021)

Faculty Rank	No. of Sanctioned Regular Posts	Doctoral Degree				Masters Degree				Bachelor Degree				Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines		Engineering Disciplines		Other Disciplines				
		R	C	R	C	R	C	R	C	R	C	R	C			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15 = (3+5+7+9+ 11+13)	16= (2-15)	17= (4+6+8+ 10 +12 +14)
Prof	00															
Assoc Prof	00											01		01		
Asst Prof	19											04	10	04	14	10

Prof = Professor, Assoc Prof = Associate Professor, Asst Prof = Assistant Professor, R=Regular, C=Contract

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

S. No	Parameters	
1	Total strength of students in all programs and all years of study in the year 2020-21	4715
2	Total women students in all programs and all years of study in the year 2020-21	2097
3	Total SC students in all programs and all years of study in the year 2020-21	505
4	Total ST students in all programs and all years of study in the year 2020-21	211
5	Total OBC students in all programs and all years of study in the year 2020-21	2714
6	Number of fully functional P-4 and above level computers available for students in the year 2020-21	40
7	Total number of text books and reference books available in library for UG and PG students in the year 2020-21	21480

	Student-teacher ratio	**1:248**
8	% of UG students placed through campus interviews in the year 2020-21	**Nil**
9	% of PG students placed through campus interviews in the year 2020-21	**Nil**
10	% of high quality undergraduates (>75% marks) passed out in the year2020-21	**35%**
11	% of high quality postgraduates (>75% marks) passed out in the year 2020-21	**Nil**
12	Number of research publications in Indian refereed journals in the year 2020-21	**20**
13	Number of research publications in International refereed journals in the year 2020-21	**Nil**
14	Number of patents obtained in the year 2020-21	**Nil**
15	Number of patents fi led in the year 2020-21	**Nil**
16	Number of sponsored research projects completed in the year 2020-21	**Nil**
17	The transition rate of students in percentage from 1st year to 2nd year in the year 2020-21 for : (i) all students (ii) SC (iii) ST (iv) OBC	 **98%** **93%** **90%** **95%**
18	IRG from students' fee and other charges in the year 2020-21 (Rs. In lakh)	**Nil**
19	IRG from externally funded R&D projects, consultancies in the year 2020-21 (Rs. in lakh)	**Nil**
20	Total IRG in the year 2020-21 (Rs. in lakh)	**Nil**
21	Total annual recurring expenditure of the institution in the year 2020-21 (Rs. in lakh)	**172Lacs(Approx)**

Institutional Development Plan (IDP)

2.1 Give the Executive Summary of the IDP.

Education is the key to building a healthy society and this flow of education is fruitful when the relationship between the giver of knowledge and receiver of knowledge is established. Thus, our institution, primarily, aspires to build a strong teacher-student bond and to enlighten, empower and ennoble the students and ensure that they are properly facilitated for qualitative education and improvement. The institution is desirous to provide better facilities to the students in order to harness their mind and personality. So, to fulfill the various needs sufficient infrastructure like ICT class rooms enhancing the present day demands of pedagogy, Computer Centre, Conference hall, well-facilitated library, well-furnished, laboratories, separate hostels for boys and girls, college canteen, differently-abled friendly campus, proper sanitation and drinking water facility is desirous.

For the welfare of the students, faculties and the institutions, committees and cells like Equal opportunity cell, sports and cultural committee, woman empowerment and Harassment

prevention cell, Anti-ragging cell, NSS is in function and we also need NCC, Alumni Committee to further strengthen the institution and motivate students to serve the society at large.

Our institution is a permanent member of Inflibnet which is helpful in enhancing the academic quality by availing e-books and e-journals to student and faculties. The institute plans to further this enhancement by encouraging its faculties to pursue Ph.D. and engage in other academic activities like research projects, publications, orientation programs, conferences, seminars, workshops etc.

The institution also has plans to build an eco-friendly atmosphere in and around the campus for which the institution wishes for installation of solar power system and rain water harvesting system.

The institution is also keen to impart computer skills to its faculty, administrative staffs and students and make them techno-savy so that they can learn more and they can be reachable.

Provide the SWOT analysis carried out:

2.2 Methodology

All the stakeholders of the institution (Constituting the teaching and non-teaching staff along with student's representatives and some parents) over a period of time have discussed various issues pertaining to the college. The core committees headed by IQAC committee and the stakeholder have arrived at the following SWOT analysis. The present methodology included and analyzed the following components:-

- ➤ Information and data-academic and administrative.
- ➤ Students feed back
- ➤ Parents-teachers meeting feedback
- ➤ Faculty feedback
- ➤ Non-teaching staffs feedback
- ➤ All other stakeholders opinion

Strengths:

Madhupur, a semi-urban town about 25kms from Deoghar district of Jharkhand, is easily accessible to the nearly rural areas. 30% of Madhupur population constitute of SC, St and OBC, hence it provides an ideal location to fulfill the institution's mission of empowering students from rural areas. The strength of the institution includes:-

S1. 12(b) recognition

S2. Motivated principal and dedicated staffs

S3. Moderate enrolment of students (GER)

S4. Sufficient land owned for further infrastructural development

S5. Library with sufficient books on concerned subjects

S6. NSS to promote social responsibility among the students

S7. Opportunities to participate in inter-college, University, state, national and international level sports tournaments and other opportunities.

S8. Student counseling and student Grievance cell to address the needS of students.

S9. Eco-friendly premise

S10. Vibrant IQAC members.

S11. Harmonous relationship among the members of the administration, faculties and students.

Weakness:-

W1. Inadequate infrastructure indicated in the shortage of classrooms.

W2. No conference hall.

W3.Lack of Sports facilities

W4. No NCC

W5. Insufficient faculties in difference subjects.

W6. No Smart/technology enabled classrooms.

W7. No provision for subjects-wise allocation of Departments and staff-rooms.

W8. Insufficient sitting arrangements in Reading Room for students.

W9. No subscription to reputed journals and e-journals.

W10. No proper sanitation facilities for female employee

Opportunities:

O1. Grants from state and central government can provide students and faculties with various training programs.

O2. Locational advantage for strengthening academia-industry linkages.

O3. Students can pursue their PG and other professional courses after completing their UG.

Challenges:

T1. In absence of PG courses in the institution, the students have no option but to go to different places for perusal of PG.

T2.Dearth of faculties in certain UG courses has limited the enrolment of students in that particular subjects.

2.2.2. **Strategic plan for Institutional Development Based on SWOT Analysis**

- ➢ To introduce P.G. Course
- ➢ to appoint more resourceful faculties to fill the faculty position.
- ➢ To organize more and more social, cultural activities and seminars to enhance the academic ambience of the institution.
- ➢ To conduct more faculty development program to strengthen their knowledge.
- ➢ To introduce more and more professional courses to enhance the employability at local level small-scale industries like LAPOLA, CRYSTAL RICE MEAL, CYLINDER FACTORY etc.
- ➢ To enrich the quality of courses currently offered by making them more relevant and responsive to the demands of the employment ability.
- ➢ To improve the current poor infrastructure.
- ➢ To make teaching-learning process more effective by introducing smart classrooms.
- ➢ To improve social responsibility and awareness among the students through more collaborative interaction between agencies working with a social concern.

2.2.3. **How the key activities proposed in the Institutional Development Proposal are linked with results of SWOT Analysis**

Sl. No.	Key activities	Linked to SWOT Analysis	Requirements	Budgetary allocation
1	Strengthening insisting course	S2,S3,S4,W1,W5, W6,W9,O3,C2	Infrastructural facilities- classroom, library, laboratories, training and faculty development	1.5 Cr.
2	Improving infrastructure	S3,S5,S9,W1,W2, W3,W7,W8	Library automation, classrooms, laboratories, toilets, staffroom, conference hall	
3	Enhancing teaching and learning Programmes	S3,S8, W6,O1	Smart classes, Computes, Projectors	15 Lacs
4	Faculty development and enrichment	S11,W5,W8,O1,W10	Faculty development programmes	
5	E-governance		Office & library automation, up gradation of website, software support.	
6	Improve social responsibility and civic awareness among students	S6,S7,S8,S11,W4,O1,O2	Organizing special campus, regular interaction and programmes with social organization	05 Lacs

2.3 Specific objectives and expected results linked to the SWOT analysis.

Sl. No.	Specific Objectives	Link to SWOT Analysis	Expected outcome
1	Strengthen the relevance and quality of existing courses by introducing on courses	S4,S5,S8,W1,W5,W6,W8, O1,O3,C1,C2	Greater employability and provision for students to go for higher studies and research.
2	Orgainze and attend seminars, workshops, conferences, encourage research projects and publication.		Well equipped faculty promoting and providing quality

				education.
3	Meeting infrastructure requirements- digitization of library, technology enabled classrooms, toilets, staffrooms, conference hall, play ground, projectors, computers indoor sports rooms.	S4,S5,W1,W2,W3,W4, W6,W7,W8,W9,O1,O3		Quality education and curriculum through infrastructure.
4	Introduce ICT based teaching method/pedagogy, smart classrooms, books, magazines, journals, e-journals, reading rooms.	S3,S4,W1,W6,W8,W9,O1		Quality education through effective pedagogy.

2.3.1. Specific objective and expected result of the proposal.

1. Strengthen the institution by enhancing the existing capacities and faculties.
2. To develop smart class rooms
3. To develop library, e-Resource and reading room facilities.
4. To develop infrastructure for conducting research activities.
5. To enhance automation of administration and examination process.
6. Facilitate internet access for all students.
7. To develop quality conscious environment.
8. To develop/initiate research based activities.
9. Inclusion of ICT in teaching and learning process to create modern teaching atmosphere.

2.4 Provide an action plan for
(a) Improving employability of graduates:

The institution has conserved about the students of the college to train them in various employable skills such as learning and sharing through conducting job oriented class in the afternoon or on Sunday which ever may be suitable –

❖ Comprehensive class, soft skills and personality development.
❖ Coaching class for Competitive Examination (JPSC & UPSC)
❖ Coaching class for communication skills in English from basic English Grammar.
❖ Computer lab is available for training of computer.

Time Activity Chart

Sl. No.	Domain	Time Required in Months	2022-23				2023-24	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter
1	Competitive Exam Mathematical Ability	3				✓		✓
	Reasoning	3				✓		✓
	General	3				✓		✓

	Knowledge						
	English	3				✓		✓
2	Life Skills Soft Skills and Personality Development	3				✓		✓
3	Basic Computer Training	3				✓		✓

Action Plan with Budgetary Allocation

Sl. No.	Employability Programs	Budget Allocation in Lakhs per 100 Students		Total Budget in Lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Competitive Exams	1,20,000	1,20,000	2.4 lakhs	
2	Life Skill Training	60,000	60,000	1.2 lakhs	**2.12 Sl. No. 5**
3	Basic Computer Training	80,000	80,000	1.6 lakhs	
	Total			**5.2 lakhs**	

(b) Increased learning outcomes of the students:

Improving learning outcomes of the students is a complex work. We must focus on every factor by which learning outcomes get increased. In this respect we follow below steps & tools or methods. They are;

(i) **Restructuring teaching methods**: - As we know the entire world had hit by corona and education sector competitively damaged more because class-room teaching is fully prohibited from more than one and half year. Now the situation is quite better but he threat of corona is still in mind specially parents as well as students. So, we should restructure teaching methods we will consider (1) rewarding policy for best performer, (II) organize fun projects for awaking the interest.
Also we consider blended mode of learning by mixing class room teaching and E-learning.

(ii) **The reversed learning model :** We will opt this model of teaching will act to achieve desired learning outcomes of students: In this model our teachers as student and vice-versa. By opting this model students can learn feel their importance and will respect the teachers.

(iii) **Adopting technology:** We can easily see the importance of technology in all the sector in terms of increase of productive quality and quantity. So, we must say "Yes" to technology in teaching too. Hence we can adopt technology for teaching like video lectures, use of laptops, tablets, mobiles as teaching tools. We will recommend a course as homework and train our students to talk about what they have learned the previous day.

(iv) **Teaching outside the classroom:** - As we all know education cannot be made forcible. It is an inner feeling and self desire, Outside the classroom teaching is an unconventional teaching method to improve the learning outcomes of the students because it? emphasis on the opening and speaking of mind. This type of teaching change the mind of students and also increase their interest in learning. So, will opt this kind of teaching to improve learning outcomes of students.

Time Activity Chart

Sl. No.	Domain	Time Required in Months	2022-23				2023-24	
			1st Qrt	2nd Qrt	3rd Qrt	4th Qrt	1st Qrt	2nd Qrt
1	Motivational	3 months				✓	✓	✓
2	Educational Tour	1 Week				✓		✓
3	ICT Education	3 months				✓	✓	✓
4	Projects	3 months				✓		✓
5	Seminar/Webinar and Workshops	1 Week				✓	✓	✓

Learning Outcome Budget Allocation Chart

Sl. No.	Employability Programs	Budget Allocation in lakhs per 100 Students		Total Budget in lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Motivational	30,000	50,000	0.8 lakhs	
2	Educational Tour	1,25,000	1,25,000	2.5 lakhs	
3	ICT Education	30,000	60,000	0.9 lakhs	2.12
4	Projects	30,000	40,000	0.7 lakhs	Sl. No. 3&5
5	Seminar/Webinar and Workshops	40,000	1,00,000	1.4 lakhs	
	Total			**6.3 lakhs**	

(c) Obtaining autonomous institution status within 2 years: -

Since this institution is a constituent unit of S.K.M. University, Dumka (Jharkhand). The autonomous status is not required.

(d) Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the projects and 100% accreditation obtained and applied for by the end of the project of the eligible UG and PG programs:-

All UG programs of our college are accredited with Grade-"B" by NAAC. The college has applied for PG courses in History, Hindi, Political Science and English. The college was established in 1966 with Economics is the only subject to offer for Bachelor Degree, Gradually B.A. in many subjects. B.Com and B.Sc. courses were introduced. Earlier the college was functionally under T.M.B. University, Bhagalpur but now our college functioning under S.K.M. University.

(e) Implementation of academic and non-academic reforms (details given in RUSA document):

The College comes under S.K.M. University. The admission process is highly transparent. It is done through Chancellor portal of Jharkhand and follows all norms of University and Govt. of Jharkhand as well Reservation provisions are strictly followed during admission

In terms of academic reforms, the orientation program will be conducted at the beginning of each academic year and information will be imparted with regard to various process like teaching methods, evaluation, examination, library, co-curricular and extracurricular activities and NSS activities and healthy practices of the college. Internal evaluation of the students will be continuously implemented and monitored.

Time Activity Chart

Sl. No.	Domain	Time Required in Months	2022-23				2023-24	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter
1	Orientation Class	1 Week				✓		✓
2	Sports and Cultural Activities	2 Week				✓		✓
3	Workshops	1 Week				✓	✓	✓

Implementation of Academic and Non-Academic Reforms Budget Allocation Chart

Sl. No.	Employability Programs	Budget Allocation in lakhs per 100 Students		Total Budget in lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Orientation Class	30,000	40,000	0.7 lakhs	2.12 Sl. No. 5
2	Sports and Cultural Activities	2,00,000	2,00,000	4.0 lakhs	
3	Workshops	30,000	60,000	0.9 lakhs	
	Total			**5.6 lakhs**	

Our University regularly organizes organized inter college has tournaments in different shorts and our college participated in them. We should provide our students guidance to excel themselves in such activities.

(f) Improving interaction with industry:-

➢ The institute plans to sign MOU's with local industry for research , training and employing the students.

➢ Students are encouraged to collect data of industry's functioning in the area.

➢ Students are encouraged to do projects in the nearby industries.

Time Activity Chart

Sl. No.	Domain	Time Required in Months	2022-23				2023-24	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter
1	Industrial Visit	1 Week				✓		✓
2	Arranging lectures from industrial experts	2 Week				✓	✓	✓
3	Projects with the local industry	3 months				✓		✓

Improving Interaction with Industry Budget Allocation Chart

Sl. No.	Employability Programs	Budget Allocation in lakhs per 100 Students		Total Budget in lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Industrial Visit	30,000	40,000	0.7 lakhs	
2	Arranging lectures from industrial experts	30,000	40,000	0.7 lakhs	2.12 Sl. No. 5
3	Projects with the local industry	30,000	40,000	0.7 lakhs	
	Total			**2.1 lakhs**	

(g) Enhancement of research and consultancy activities:-

A research cell will be set up in the institution to

➢ Plan and organize seminars and workshops to provide information about research methods and techniques to both students and teachers.

➢ Upgrade library and lab to meet research requirement.

➢ Promotion of research and entrepreneurial activities.

➢ Provide spoken English, grammar and basic computer in consultancy services.

➢ Promote industry academia collaborations.

Time Activity Chart

Sl. No.	Domain	Time Required in Months	2022-23				2023-24	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter
1	Subscribing to e-journals and journals	3 months				✓		✓
2	Arranging lectures, seminars, webinars and workshops for teachers	3 months				✓		✓

Enhancement of Research and Consultancy activities Budget Allocation Chart

Sl. No.	Employability Programs	Budget Allocation in lakhs per 100 Students		Total Budget in lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Subscribing to e-journals and journals	50,000	50,000	1.0 lakhs	2.12 Sl. No. 2&3
2	Arranging lectures, seminars, webinars and workshops for teachers	50,000	50,000	1.0 lakhs	
	Total			**2.0 lakhs**	

2.5 Identify weak students.

➢ Design remedial measures like improve the communication skills through group discussions
➢ Remedial Coaching for SC/ST/OBC & Minorities.
➢ Coaching classes for competitive exams to SC/ST/OBC & Minorities.
➢ Personal interview techniques and special coaching
➢ Identify skill gap, Motivate students, develop industries
➢ Specific skills and increase brain booster session for self-awareness and self-analysis.

Action Plan

Sl. No.	Programs	Time Required in Months	2022-23				2023-24	
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter
1	Remedial Class	3 months						✓
2	Soft Skill Training	3 months				✓		✓
3	Coaching for Competitive Exams	6 months				✓		✓
4	Motivation	3 months					✓	

Budget Allocation Plan

Sl. No.	Programs	Budget Allocation in lakhs per 100 Students		Total Budget in lakhs	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Remedial Class	0	1,00,000	1.0 lakhs	2.12 Sl. No. 6
2	Soft Skill Training	50,000	50,000	1.0 lakhs	
3	Coaching for Competitive Exams	50,000	50,000	1.0 lakhs	
4	Motivation	25,000	25,000	0.5 lakhs	
	Total			**3.5 lakhs**	

2.6 Provide an action plan for strengthening of PG programs and starting of new P.G. Program.

As we have already requested to start PG programme in History, Hindi, English and Political Science but it is still in process.

2.7 Attach a Summary of Training Needs Analysis carried out. Also, provide faculty development plan for the first 18 months for improving their teaching, subject area and research competence based on Training Needs Analysis.

❖ **Summary of Training Needs Analysis Carried out (TNA)**

Institutional Plans to spend at least 15% institutional project outlay on faculty and staff development in the following areas;

➢ Basic and advanced pedagogy.
➢ Improving competence in teaching and training.
➢ Development of Modern learning resource and teaching aids.
➢ Up gradation of Qualifications.
➢ Training on UGC and University Act.
➢ New techniques in research, improving competence in research and consultancy.
➢ Emphasis to seminars, conferences and presentation of research papers.
➢ Establishing linkages with academic and research institution and industry, student counseling.

Action Plan

Sl. No.	Nature of Training	No. of Staffs	Time in months	2022-23				2023-24	
				1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	1st Qtr	2nd Qtr
1	Basic and Advance Pedagogy training to all faculty	14	1				✓		✓
2	Subject and Domain Knowledge Enhancement	14	1				✓		✓
3	Attendance in activities such as workshops and seminars	14	1 week				✓	✓	
4	Improvement in faculty qualifications	14	6			✓	✓	✓	✓
4	Improving Research Capabilities	14	1					✓	

Budget Allocation Chart

Sl. No.	Name of Training	Short Term Training			Medium Term Training			Long Term Training		
		No. of Days	No. of faculty	Rate per faculty, per day	No. of month	No. of faculty	Rate per faculty, per month	No. of months	No. of faculty	Rate per faculty, per year
1	Basic Pedagogy	2	14	250	20 days	14	2000			
2	Advance Pedagogy	6	14	300	21 days	14	2500			
3	Subject, Domain knowledge	6	14	500	21 days	14	2500	1 year	14	9000
4	ICT Training	6	30	250	3 months	30	1000			
5	Research Methodology	2	14	250	1 month	14	1000			
6	Administrative training	6	30	500	2 Weeks	30	1000			
Total				**40,700**			**1,72,000**			**1,26,000**
Grand Total										**3,38,700**

2.8 Provide an action plan for Training and Technical and others staff in functional areas.
- ➢ We are moving towards library digitalization.
- ➢ Motivate the staff for training and to enhance programs on software, office automation maintenance of records, procedures and friendliness towards faculty and students.

Sl. No.	Department/Section	No. of Staffs	Time in months	2022-23				2023-24	
				1st Qrt.	2nd Qrt.	3rd Qrt.	4th Qrt.	1st Qrt.	2nd Qtr
1	Library Digitalization and Automation	1	3					✓	
2	Office Automation and Computer	11	3				✓		
3	Office Procedure	27	3			✓		✓	

Budget Allocation

Sl. No.	Training	Budget Allocation in Rs.		Total Budget in lakh	Link to Budget Proposal 2.12
		2022-23	2023-24		
1	Library Digitalization and Automation		15,000	0.9 lakh	**2.12 Sl. No. 3**
2	Office Automation and Computer	25,000			
3	Office Procedure	25,000	25,000		

2.9 Describe the relevance and coherence of Institutional Development proposal with state's National (in case of CFIs) Industrial/Economic Development plan.

The main objective of the IDP is to cater to the requirements of the state as well as nation so that the outputs of the institution could benefit the region.

The Government objective of higher education is to improve gross enrollment ration thus, this IDP confirms the same and also, it focuses on state and regional economic development plan.

➢ Accomplishing social justice and social equity through higher education.

➢ Empowering students to become responsible citizens.

➢ Empowering the marginalized and women through higher education.

➢ This IDP is helpful to achieve quality infrastructural support and effective administration.

2.10 Describe briefly the participation of departments/faculty in the IDP preparation.

All the teaching and non teaching staff of this organization have an important role to play in the making of this IDP. This has been possible due to the efforts and integration of all the committees.

The following steps were followed to prepare this proposal:

➢ In-depth discussion were held in the IQAC meeting for SWOC analysis.

➢ Student feedback was used as an important element for SWOC analysis.

➢ All those important issues were discussed with all the faculties in which development could be done.

➢ The information available from the library and laboratory was also considered in preparing this plan.

➢ Suggestions from the administrative support staff also proved to be very helpful in preparing this plan.

2.11 Describe the institutional project implementation arrangements with participation of faculty and staff

Institutional governing bodies were formed following the analysis and discussion with the core committee and other members and each bodies were assigned project responsibilities. The derails are given below:

Board of Governors (BOG)
- ➢ Make all policies and take all decisions related to policy making.
- ➢ Constitute, direct and supervise various committees.
- ➢ Ensure better utilization of project fund and timely submission of UCs.
- ➢ Monitor progress with transparency.

Institutional RUSA unit (BOG)
- ➢ This unit works on procurement of Goods, works and services.
- ➢ Proper management of funds.
- ➢ Organizing and implementation of faculty and staff development activities and programs.
- ➢ Accomplishing the set targets and monitoring audits.

2.12 Institutional Project Budget (this is meant for existing institutions) (Rs. In lakhs)

Sl. No.	Activities	Project Life Allocation Rs. In Lakh	Financial Year (Rs. In Lakhs)				
			2022-23	2023-24	2024-25	2025-26	2026-27
1	1. Modernization and strengthening of laboratories	30	0	0	0	18	12
	2. Establishment of new laboratories for existing UG and PG programs and for new PG programs	0	0	0	0	0	0
	3. Modernization of Classroom	20	0	0	10	5	5
	4. Updation of learning Resources	9	0	0	2	4	3
	5. Procurement of Furniture	8	0	0	3	5	0
	6. Establishment/Upgradation of Central and Departmental Computer Centers	15	0	0	8	5	2
	7. Modernization/Improvements of supporting departments	15	0	0	5	8	2
	8. Modernization and strengthening of libraries and increasing access to knowledge resources	20	0	0	5	10	5
	9. Refurbishment (Minor Civil Works)	6	0	0	3	2	1
	10. Research and development support	2	0	0	1	1	0
2	Provide Teaching and Research Assistantship to increase enrolment in	0	0	0	0	0	0

		Weightage	Present Rating	Present Score	Target Rating	Target Score	
	existing and new PG programs in Engineering disciplines						
	Provision of resources for research support	2	0	0	1	1	0
	Enhancement of R&D and institutional consultancy activities	2	0	0	1	1	0
3	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organizing/participation of faculty in workshops, seminars and conferences) for improving competence based on TNA institutional reforms	5	0	0	2	2	1
4	Technical assistance for procurement and academic activities	0	0	0	0	0	0
	Institutional management capacity enhancement Academic support	0	0	0	0	0	0
5	Creation of new departments/courses	0	0	0	0	0	0
	Enhanced interaction with industry	2.1	0	0	0.7	0.7	0.7
	Student support activities	1.6	0	0	0.8	0.8	0
6	Others						
	Enhancing of Sports Activities	4	0	0	2	2	0
	Equity initiatives	3.5	0	0	1.25	2.25	0
	Total	**142.2**	**0**	**0**	**45.75**	**67.75**	**31.7**

2.13 Provide the targets against the deliverables as listed below

Indicator	Weightage	Present Rating	Present Score	Target Rating	Target Score
GOVERNANCE QUALITY INDEX - 16%					
% of Faculty Positions vacant	2.0%				
% of Non-permanent faculty	4.0%				
% of Non-teaching staff to teaching Staff	3.0%				
Total no of under graduation programs	1.0%				
Total no of post graduate programs	1.0%				
Total no of doctoral programs	1.0%				
Faculty appointment - turn around/ cycle timein months	2.0%				
Delay in payment of monthly salary payment of faculty	2.0%				
ACADEMIC EXCELLENCE INDEX - 21.5%					
Delay in exam conduction and declaration of results	3.5%				
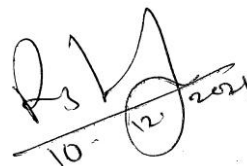
Plagiarism Check	1.0%				
Accreditation	4.0%				
Teacher Student ratio	4.0%				
% of Visiting professors	1.0%				
% of graduates employed by convocation	0.5%				
% Number of students receiving awards at National and International level	0.5%				
% of expenditure on Library, cyber library and laboratories per year	1.0%				
Ratio of expenditure on teaching staff salaries to non-teaching staff salaries	1.0%				
% of faculty covered under pedagogical training	1.0%				
% of faculty involved in "further education"	0.5%				
Dropout rate	1.5%				
No of foreign collaborations	1.5%				
Subscription to INFLIBNET	0.5%				
EQUITY INITIATIVE INDEX - 12.5%					
SC Student%	3.0%				
ST Student%	3.0%				
Gender Parity	3.0%				
Urban to Rural Student population	2.0%				
Existence of CASH	0.5%				
Existence of Social Protection Cell	0.5%				
Language assistance programs for weak students	0.5%				
REASERCH AND INNOVATION INDEX					
Per-faculty publications	2.0%				
Cumulative Impact Factor of publication	3.0%				
H Index of scholars	2.0%				
% of staff involved as principal researcher	1.0%				
% of research projects fully or more than 50% funded by external agencies, industries etc	2.0%				
Total no of patents granted	1.0%				
% of faculty receiving national/ international awards	1.0%				
% of research income	1.0%				
Doctoral degrees awarded per academic staff	1.0%				
% doctoral degrees in total number of degrees awarded	3.0%				
% expenditure on research and related	1.0%				

facilities					
Digitization of Masters and Doctoral thesis	0.5%				
UPE/CPE	3.5%				
% of Income generated from non-grant sources	2.0%				
STUDENT FACILITIES - 15%					
No of new professional development programs	1.0%				
Existence of Placement Cells and Placement Policy	1.0%				
% of expenditure on infrastructure maintenance and addition	3.0%				
Availability of hostel per out-station female student	3.0%				
Availability of hostel per out-station male student	2.0%				
% of students on scholarship	2.0%				
Average scholarship amount per student	1.0%				
Student Experience Surveys	1.0%				
Graduate Destination Surveys	1.0%				
Infrastructure and Others - 11%					
%Income generated from training courses	1.0%				
% Income generated from consulting	1.0%				
Infrastructural suffi ciency	3.0%				
Computer coverage	3.0%				
Internet connectivity of Campus	3.0%				
	100.0%				

2.14. Give an action plan for ensuring that the project activities would be sustained after the end of the project.

Our institution has been certainly benefited from the grants received in the past. The institution wishes to continue doing the same in upcoming times. The institution will endeavors towards achieving greater goals of in terms of growth and development of the faculty and students.

Dr. Ratnakar Bharti
Prof.-In-Charge
Madhupur College, MadhupuR

University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.

No.F. 8-9/80 (CP)

March,197

2 2 MAR 1983

The Registrar,
Bhagalpur University,
BHAGALPUR.

Sir,

    I am directed to refer to your letter No.B/3541 dated 14/17-2-1983 and to say that the names of the following colleges have been transferred from the head "Non-Govt colleges teaching upto Bachelor's degree to the head "Constituent Colleges teaching upto Bachelor's Degree" in the list of colleges prepared under Section 2(f) of the UGC Act, 1956:

1. Hari Singh Mahavidyalaya, Haveli   1963
   Kharagpur (Monghyr)
   (On temporary affiliation)
   Shri D.M.Singh

2. Jamtara College, Jamtara (S.P.)   1961
   (on temporary affiliation)
   Shri C.M.Khan

3. Kabir Moti Darshan College   196
   Prabatta (Monghyr)
   Shri S.K.Sinha.

4. Khublal Deochand Sahu College
   Gogri (Monghyr)
   (on temporary affiliation)
   Sri Nural Hoda (Prof. Incharge)

5. Kumar Kalidas Memorial College   1966
   Pakur (S.P.)
   (on temporary affiliation)
   Shri S. Awasthy

6. Madhupur College, Madhupur   1970
   Distt. Santhal Parganas
   Shri Raghunath Roy

7. Ramadhin College, Sheikhpura (Monghyr)   1970
   (on temporary affiliation)
   Shri Ram Chandra Singh

8. Koryanand Sharma Smarak Mahavidyalaya
   Lakhi Sarai (Monghyr)
   (on temporary affiliation)
   Shri B.Singh.

Yours faithfully,

Name and address of the college	Status	Year of Estb.	Nature of Affiliation	Teaching Upto	Govt or Non Govt	Aided or Unaided
Jamtara Mahila Sandhya Mahavidyalaya Jamtara – 815 351 Jharkhand	2(f) and 12(B)	1994	Permanent	Bachelor's	Non Government	Aided
Janjatiya Sandhya (Degree) Mahavidyalaya Mihijam Jamtara – 815 354 Jharkhand	2(f) and 12(B)	1983	Permanent	Bachelor's	Non Government	Unaided
K.K.M. College Pukur Dist. Sahibganj Jharkhand	2(f) and 12(B)	1966	Permanent	Bachelor's	Government	
Madhupur College Madhupur Dist. Deoghar Jharkhand	2(f) and 12(B)	1970	Permanent	Bachelor's	Government	
Mahila Mahavidyalaya District Godda - 814 133 Jharkhand	2(f)	1983	Permanent	Bachelor's	Non Government	
Mayurakshi Gramin College P.O. – Ranishwar, Dist. – Dumka – 814 148 Jharkhand	2(f) and 12(B)	1990	Permanent	Bachelor's	Non Government	
Millat College At & P.O. - Parsa Dist. Godda - 814 154 Jharkhand	2(f) and 12(B)	1972	Permanent	Bachelor's	Constituent	Aided
Rama Devi Bajla Mahila Mahavidyalaya Baidyanath Deoghar Jharkhand	2(f) and 12(B)	1970	Permanent	Bachelor's	Government	
S.B.S.S.P.S.J. College Palhargame Godda Jharkhand	2(f) and 12(B)	1980	Permanent	Bachelor's	Non Government	
S.P. Mahila College Dumka Dist. Dumka Jharkhand	2(f) and 12(B)	1967	Permanent	Bachelor's	Non Government	

As on 28.02.2021   Attested   CPP-I/C   Page 371 of 1586

PROF-IN-CHARGE
MADHUPUR COLLEGE
MADHUPUR

SIDO KANHU MURMU UNIVERSITY

DUMKA - 814 101

℗ : 06434 - 222495

Fax : 06434 - 223006

Ref *SKMU/R-G/837/16*

Date *23/6/16*

TO WHOM IT MAY CONCERN

This is to certify that Madhupur College, Madhupur, Jharkhand is affiliated to the T.M. Bhagalpur University, Bhagalpur since 1970 and the same continued under the Sido-Kanhu Murmu University, Dumka, Jharkhand since 1992 and is registered under 2(f) and 12(b) of the University Grants Commission Act 1956 and the following Courses/Subjects already approved by S.K.M. University, Dumka as well as from the Govt. of Jharkhand.

Sl. No.	Name of the Course(s) and Duration	Affiliated	Period of Validity for the year(s)
1.	Three years B.A. Hons. Courses, in Hindi, English, Urdu, Sanskrit, Philosophy, Political Science, History, Economics, Sociology & Bengali	Permanent	
2.	Three years B.A. Pass (General) Courses, in Hindi, English, Bengali, Urdu, Sanskrit, Philosophy, Political Science, History, Economics & Sociology	Permanent	
3.	Three years B.Sc. Hons. Courses, in Physics, Chemistry, Mathematics, Botany & Zoology	Permanent	
4.	Three years B.Sc. Pass (General) Courses, in Physics, Chemistry, Mathematics, Botany & Zoology.	Permanent	
5.	Three years B.Com. Hons. Courses in Account & Financial Account.	Permanent	
6.	Three years B.Com. Pass (General) Courses in Account & Financial Account.	Permanent	
7.	Three years B.A. Hons. B.B.A./B.C.A. Courses in Bis. Administration/Computer Application	Temporary	

REGISTRAR

राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

Certificate of Accreditation

The Executive Committee of the
National Assessment and Accreditation Council
on the recommendation of the duly appointed
Peer Team is pleased to declare the

Madhupur College

Patherchapti, Madhupur, a Constituent College of Sido Kanhu Murmu University,
Jharkhand as

Accredited

with CGPA of 2.03 on seven point scale
at B grade
valid up to October 29, 2022

Date : October 30, 2017

Director

EC(SC)/28/A&A/30.1