



Yearly Status Report - 2017-2018

Part A

Data of the Institution

1. Name of the Institution	CHAS COLLEGE, CHAS
Name of the head of the Institution	DR. KANTI MISHRA
Designation	Principal (in-charge)
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	07070466309
Mobile no.	7631180890
Registered Email	chascollege.bbmku@gmail.com
Alternate Email	info@chascollege.org
Address	P.O- Kura, Diwanganj, Chas
City/Town	Bokaro
State/UT	Jharkhand
Pincode	827013
2. Institutional Status	

Affiliated / Constituent	Constituent
Type of Institution	Co-education
Location	Rural
Financial Status	state
Name of the IQAC co-ordinator/Director	Dr, P.C.Thakur
Phone no/Alternate Phone no.	09431740877
Mobile no.	9431740877
Registered Email	chascollege.bbmku@gmail.com
Alternate Email	info@chascollege.org

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	http://www.chascollege.org/images/AQAR_2016-17.pdf
4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	http://www.chascollege.org/images/Academic_calender201718.pdf

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity	
				Period From	Period To
1	B	2.01	2016	05-Nov-2016	04-Nov-2021

6. Date of Establishment of IQAC

01-Aug-2015

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Academic Audit	24-Aug-2018 01	18

Administrative Audit	24-Aug-2018 01	12
Student Feedback	24-Aug-2018 01	51
Parent Feedback	24-Aug-2018 01	45
IQAC meeting	20-Dec-2017 01	7
IQAC meeting	06-Jan-2018 01	6
IQAC meeting	10-Apr-2018 01	6
Quality related Seminar on	17-Feb-2018 01	24
Installation of CCTV in Classrooms	02-Feb-2018 01	21
Workshop on CBCS & Implementation of Examination reforms	17-Jul-2017 01	34
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Chas College, Chas	Salary Payment	Govt. of Jharkhand	2018 1	65141863
Chas College, Chas	Lab Contingency Fund	University Grant	2018 1	72000
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9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View File](#)

10. Number of IQAC meetings held during the year :

3

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

11. Whether IQAC received funding from any of the funding agency to support its activities

No

during the year?

12. Significant contributions made by IQAC during the current year(maximum five bullets)

Improvement in the playground

Adoption of Chancellor Portal for online registration and examination result

Skill based open tutorial for Computer Software

Kaushal Vikash Kendra Kalyan Gurukul

Appointment of Teachers

[View File](#)

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
Invite agencies for placement of students	Rojgar mela was organised at Dhanbad on 22.12.2017
Seminar on Quality of Education	Seminar Organised for the benefit of Teachers Students.
Revitalization of Alumni Association	Registration of Old Students has been done.
Cleanliness drive in the nearby villages.	Organised by the NSS unit of the college.
Proposal to University for certificate courses in agri-health clinic, communication skill, computer application & maintenance of electronic appliances	Proposal was sent to the University, Approval awaited
Collaboration with local collages for student exchange	Proposal is Under consideration
Repair & maintainance of College building	Work in progress
Modernization of Library	Work under process
Linkage with industries	Work under process
Installation of CCTV Camera	CCTV Cameras were installed in the Classroom

[View File](#)

14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
Executive Council	10-Apr-2019
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2018
Date of Submission	05-Feb-2018
17. Does the Institution have Management Information System ?	No

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

We follow the curriculum of our affiliating university (Vinoba Bhave University, Hazaribag). Broad planning of curriculum delivery is already done in the syllabus by the university. Academic calendar is also prepared by the university which mentions probable teaching day, dates of internal examinations, co-curricular activities, etc. On the basis of the academic calendar of the university all departments plan the syllabus to be finished in time. Academic calendar is uploaded on the college website for the information to the students. Consequent to the adoption of the Choice Based Credit System (CBCS) by the University we have ensured that the academic calendar is in place much before the beginning of each semester. Teachers plan the curriculum keeping in view the diversity of students of the college. Some students are from well developed urban back ground and other students are of remote rural background from OBC, SC and ST communities. Routine committee of the college prepares the master routine and circulates it to different departments. The departments allocate subjects to teachers and prepare departmental time table. The teaching plan is prepared by respective departments under the guidance of concerned staff council. Routine is prepared strictly in accordance to the number of credit points mentioned in the prescribed syllabus of each course offered by the departments. After preparation of the departmental routine, departments conduct meetings for allotment of classes and syllabus distribution among the teachers. Based on the teaching assignments allotted in the syllabus distribution, teachers prepare their "teaching plans" according to the number of lectures allotted in the university syllabus for each topic. Along with the traditional black-board and chalk method, teachers often use ICT, Smart board, power-point projections etc during the lectures. Class tests/surprise test and student seminars are held after completion of a section of the syllabus and periodic review of performance of students is undertaken. Tutorial classes are held in some departments within class routine hours. Field tours are organized by Departments of Geography, Botany and Zoology. The final Internal Assessment

outcome of the students is uploaded and submitted to the University in timely manner by the examination department of the college. The college infrastructure and facilities are continuously being upgraded to suit the needs of changing curriculum and pedagogy. The college has well equipped Laboratories and classrooms. The college arranges remedial classes to bridge knowledge gap of the 'academically weak' students to enable them to the level of the general students.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Certificate of Spoken Tutorial (IIT, BOMBAY)		04/08/2017	180	IT Sector	Skill Development

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
BA	NIL	01/01/2018
No file uploaded.		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BA	UG	01/07/2017
BCom	UG	01/07/2017
BSc	UG	01/07/2017

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	16	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
NIL	01/01/2018	0
No file uploaded.		

1.3.2 – Field Projects / Internships undertaken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BA	NIL	0
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	No
Employers	No
Alumni	No
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?
(maximum 500 words)

Feedback Obtained

In order to ensure constant growth of the institution and progress of the students we have put an effective feedback mechanism in place that collects, analyses and implements suggestions from the students to make academic, infrastructural and policy improvements in the college. Feedbacks on the teaching-learning process, student support system, infrastructure and administration of the college are obtained from students and parents. The format of the feedback form is almost similar to the format suggested by the NAAC and approved by the IQAC of this college. Students' feedback form for evaluation of teaching learning process has altogether sixteen attributes on teaching quality, time management and use of modern teaching aids by the teachers. Feedback form from parents contains eleven attributes on admission process, teaching quality, infrastructure, discipline and student support system of the college. The questionnaire can be downloaded from the website and Students submit their filled in feedback form to their respective departments. Feedback form is also available in physical form. Feedback from parents is taken in Parent-Teacher meeting and through mail. The questionnaire of the feedback form for evaluation of teacher by the student is designed on six point scale (Excellent, Very Good, Good, Moderate, Poor and Very Poor). Ratings points of scales are: Excellent - 10, Very Good - 8, Good - 6, Moderate - 4, Poor - 2 and Very Poor - 1. Equivalences of the points in percentage are - 10 point 100, 8point 80, 6 point 60, 4 point 40, 2 point 20 and 1 point 10. The students provide their feedback on different attributes of the feedback form. Score of all attributes are summed together and mean of the data are calculated. The resultant mean is converted into percentage. Visuals of the analysis are prepared with the help of Google Sheets software to make charts and graphs. The received outcomes of the feedback are discussed with the Principal for necessary action to be taken for improvement of the college. The feedback is also discussed in IQAC meeting for taking decisions for improvement. Similarly, parent feedback is analysed which have eleven attributes and four rating points (Strongly agree 10 (100), Agree 8 (80), Can't say 4 (40) and Disagree 0). Grievance committee of the college also receives complaints from the students. Suggestions received from parents and students are analyzed and suitable suggestions are forwarded to the Principal for implementation. Feedback of stakeholders is sought regularly about infrastructure and learning resources for ensuring their satisfaction. Accordingly, continuous review of infrastructure and learning resources is carried out by respective committees and the recommendations are integrated for upgrading, maintaining and utilizing physical, academic and support facilities.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BA	UG	1205	1249	1208

BSc	UG	352	152	152
BCom	UG	278	225	225
View File				

2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2017	1585	0	42	0	0

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
42	11	13	1	1	4

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Chas College Chas has adopted mentorship program for our students to achieve the objective of producing responsible and knowledgeable students. Our students come from different cultural and economic backgrounds. Most of the students are of poor economic background from remote villages. Some of the students are from urban population also. Therefore, they have varied aspirations and objectives of life. So, they need personal attention of the teacher for guidance and support to adjust in the new environment of the college. Hence, the college has developed student mentoring system. In the beginning of each session, after the admission process is over, each department is required to assign a teacher-mentor to each student of first year. The same teacher continues as mentor of student for all the three years of his/her graduation. The mentor is required to prepare list of mentee students and get acquainted with them. Mentors conduct meeting with mentees to discuss their problems. If required, mentor teacher contact parents to discuss problems. The mentor teacher tries best to find solutions of issues raised by the mentee. The students freely tell their problems either orally or in writing to their mentors, who in turn listen to them patiently and solve their issues as much as possible. Mentors maintain a record of their monthly meetings with their students. Students are free to approach their teachers anytime if any issue arises. Mentor – mentee system builds confidence and sense of security among students. This whole system leads to a better connection between students and teachers and helps build a friendly and cordial relation between them. Students get a sense of protection because they know that they have someone to help in any eventuality. Student mentoring system is developed to meet the following objectives: ? To increase the teacher-student contact hours to resolve issues of slow learning students. ? To resolve academic issues of the students. ? To decrease the student drop-out rates. ? To resolve issues related to language and socio-economic background. Every department organizes orientation sessions for new students of first semesters and explains the mentoring system of the college. Departments designate a teacher as mentor and allot a group of students under the designated teacher mentor. In the mentoring process, all necessary information related to the student such as the contact number, email of the student, family income, category, gender etc are initially collected by the department and the mentor teacher. Mentor teachers maintain interaction with students and parents through individual meetings, phone and social networking sites. Teachers try to identify the problems faced by students and also search out solution of the problem. Significant contributions of mentorship programme are - 1. Improvement in the teacher-student relationship. 2. Improvement in the academic achievements of the students. 3. Decrease in the dropout rate of the students specially girl students. 4. Increase in the number of girl students.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
1585	42	1 : 37

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
67	35	32	8	28

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2018	Dr. K. N. Jha	Assistant Professor	Subject expert for teacher appointment
2017	Dr. K. N. Jha	Assistant Professor	Subject expert for teacher appointment
2017	Dr. K. N. Jha	Assistant Professor	Resource Person
2017	Dr. K. N. Jha	Assistant Professor	IGNOU - Counselor
2017	Dr. K. N. Jha	Assistant Professor	Chief Guest - Chirag India
2018	Dr. K. N. Jha	Assistant Professor	Subject expert for teacher appointment

[View File](#)

2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BA	A-H	VI	03/08/2018	31/08/2018
BSc	S-H	VI	03/08/2018	31/08/2018
BCom	C-H	VI	03/08/2018	31/08/2018

[View File](#)

2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Being a constituent college of Vinoba Bhave University, Hazaribag, we strictly follow the syllabus and evaluation process of the university. Credit for internal evaluation is 20 of the total marks allotted to a paper of the subject. The internal evaluation is conducted through written examination arranged by the departments in consultation with the examination department of the college. The programme for internal examination is released by the examination department according to the academic Calendar of the college/university. Evaluation of the answer books is done by the teachers of the department. The internal assessment marks are sent to the examination

department from where it is forwarded to the university examination department. As we are bound to follow the rules and regulations of the university, we are not free to initiate reforms at the college level. However, limited reforms in internal evaluation have been started by the college. For comprehensive continuous evaluation the college has adopted regular class tests, quizzes, group discussion, departmental seminar, etc. Oral tests are also organized by the departments after successful delivery of every unit of the curriculum. Field visits and hands on experiments are also organized for evaluation. Thus, a continuous internal assessment system works throughout the session to evaluate the students on the basis of their daily performance and growth.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Academic calendar is prepared by the university which is available on college and university websites. The college and the university arrange examinations according to the calendar. College informs students about the university and college notices and circulars related to the examinations from time to time through student notice board, departmental notice boards, college website and also verbally by the faculty members of the department. All departments conduct internal assessment of students who are well informed about these internal examinations well in advance by the departments. Internal assessment dates are notified by the college as in the proposed academic calendar prepared at the beginning of each academic session. Academic calendar mentions details of proposed dates of curriculum delivery, examination and evaluation both internal and evaluation at the university level. Thus, the academic calendar is adhered to by the college as per university notices and instructions.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://www.chascollege.org/images/ProgramOutcome.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
A-H	BA	UG	425	408	96.00
S-H	BSc	UG	137	137	100.0
C-H	BCom	UG	133	132	99.20

[View File](#)

2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://docs.google.com/forms/d/1kJX00VdktpNcNnzWho5CgvIy-Xmd0aVEUNp4UIetgVk/edit#responses>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding	Total grant	Amount received
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		agency	sanctioned	during the year
Total	0	NIL	0	0
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Legal aspects of Intellectual Property	Commerce	17/05/2017
Scientific innovations, documentation for Intellectual Property Right	Philosophy	18/09/2017

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NIL	NA	ZERO	01/01/2018	NIL
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
NIL	NA	ZERO	NIL	NA	01/01/2018
No file uploaded.					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
NIL	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Physics, Geography, English	6	0
View File			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Physics	1
Botany	2
Commerce	1

HINDI	1
View File	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
NIL	NA	ZERO	2018	0	ZERO	0
No file uploaded.						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
NIL	NA	ZERO	2018	0	0	ZERO
No file uploaded.						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	0	1	0	0
View File				

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Blood Donation Camp	NSS	11	34
Spoken English class	NSS	0	32
Youth week on Vivekanand Jayanti	NSS	18	31
Maulana Abdul Kalam Jayanti	NSS	21	42
Swachhata Hi Seva Sankalp	NSS	16	39
Anti Tobacco Programme	NSS	4	38
What I will do for cleanliness: Essay competition	NSS	0	41
World Adiwasi Day Celebration	NSS	27	37
Voter's Awareness Programme	NSS	4	32

Plantation programme	NSS	16	21
View File			

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NIL	NA	ZERO	0
No file uploaded.			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Blood Donation	NSS Bokaro Blood Donors Association (NGO)	Blood Donation	14	38
Blood Donation	NSS Bokaro Blood Donors Association (NGO)	Blood Donation	11	34
Awareness	NSS Dist. Administration	Voters Awareness	4	32
Green Belt	NSS Govt. Forest Dept.	Tree Plantation	16	21
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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
NIL	ZERO	NA	0
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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
NIL	NA	ZERO	01/01/2018	01/01/2018	0
No file uploaded.					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of
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Existing	24	1	1	0	1	5	13	0	3
Added	0	0	0	0	0	0	0	0	0
Total	24	1	1	0	1	5	13	0	3

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

0 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
NIL	http://www.chascollege.org/

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
140000	140000	0	0

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Construction, maintenance and repairing of academic buildings, library, classrooms, electrical appliances and other physical infrastructure of the College are done by the college management under supervision of University/State government. The college has designated a senior staff as Estate Officer who highlights needs for maintenance of infrastructures of the College. The college receives grant from the Higher Education Department of the state government the university. The proposal for allocation of fund for maintenance of infrastructure is raised by the College Development Committee/Building Committee in consultation with the estate officer of the college. On the basis of this proposal the college demands fund from the university and the state government. College ensures the optimal allocation and utilization of the funds for maintenance of infrastructure and purchase of new equipments. The Building Committee and Purchase Committee of the College review the proposal, the quotations are invited and the work/supply order is given to the vendor with the lowest quote (as per General Financial Rules of the Government). The records of the goods/equipments/services are maintained in the stock register/maintenance register. At the end of the financial year, the College carries out an Internal Financial Audit. The various functions of the College are carried out by the committees constituted by the college management. The garden is maintained by the college staff and some casual workers. The library is maintained by the staff of library under supervision of library committee. The security of the College is maintained by the security guards. A number of CCTV cameras have been installed to monitor the infrastructure, student activity and other activities in and around the college campus. Physical verification of the laboratory equipment is done to ensure the maintenance of laboratories. The Computer, Generator, Water Tanks, Motors, Fire extinguishers and Water harvesting systems are maintained by technicians on hire basis. Fitness center and Archery Training Area are maintained by the designated staff/coach. Play area has Cricket Pitch, Football ground and Volley ball court. Staff cabins, Visitor's area, Record rooms, Canteen, Girl's common room are maintained by the estate officer of the college. Boy's hostel is

maintained by the Social Welfare Department of the State government. Laboratories are maintained by lab assistants and attendants under guidance of demonstrators and teachers. Maintenance of equipments is done by the technician on hire basis. Maintenance of computers and ICT facility is done by technicians on the recommendation of ICT in-charge.

http://www.chascollege.org/images/Procedure_InfraMaintenance.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	NIL	0	0
Financial Support from Other Sources			
a) National	NA	0	0
b) International	NIL	0	0
View File			

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Soft Skill in Softwares (Spoken Tutorial)	20/06/2017	14	IIT Bombay
Soft Skill in EXCEL	02/03/2017	43	TISS, Bombay
Personal Counselling	10/01/2018	237	UGC
Remedial Classes	10/01/2018	57	UGC
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	Remedial Class	51	0	6	0
2018	Career Counselling	0	151	0	8
View File					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal

14

14

10

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
NIL	0	0	NA	0	0
No file uploaded.					

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	62	BSC	PHYSICS, CHEMISTRY, MATHEMATICS, BOTANY, ZOOLOGY	BBMKU, VBU, RU	PG
2018	84	BCOM	B. COM	BBMKU, VBU, RU	PG
2018	261	BA	GEOGRAPHY, HISTORY, POLITICAL SCIENCE, HINDI, ENGLISH, SANSKRIT, SOCIOLOGY, ECONOMICS, PHILOSOPHY, PSYCHOLOGY	BBMKU, VBU, RU	PG
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	0
No file uploaded.	

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Powerlifting (M/W)	INTER COLLEGE	1
Weightlifting (M/W)	INTER COLLEGE	1
Archery (M/W)	INTER COLLEGE	6
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5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international

level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	NIL	National	0	0	0	NA
2018	NIL	International	0	0	0	NA

No file uploaded.

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Chas College Students Union comprises of President, Vice president, General Secretary, Joint Secretary, Treasurer and other members. Members of Students' Union are elected by the students of the college for tenure of one academic year. Students union actively assists college administration to maintain discipline in the college. The student union organizes welcome programme for Semester I students. In the programme the union introduces new students to the general environment of the college, departments, and staffs to make the fresh students feel easy in the college campus. It also organizes the Independence Day, Republic day celebrations and other national programmes. College students are nominated as representatives in some college committees by the management of the college. Representatives of student union are members of NSS and sports committee. It is proposed to nominate member from student union in the committee of IQAC. Students member of the college committee give significant contribution by way of suggestions in the meeting. Students Union is actively involved in the college admissions for the new academic session. Some problems of the students are solved by the members of the Students union with the help of teachers and administrative staffs. Student union assists to the programmes like, seminar, symposia, sports events, cultural programmes organized by the college to make the programme success.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

No

5.4.2 – No. of enrolled Alumni:

44

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

0

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Chas College has decentralized governance system and a well developed mechanism to achieve operational autonomy to various functionaries of the college. The various levels of decentralization of administration and promotion of participative management is mentioned below- We are a constituent College

hence, Principal and the University nominates Faculty members in various committees for the proper function of the college. The duration of Committees is for a fixed tenure and therefore, the composition of different committees is changed to ensure a uniform exposure to Faculty members in academic and administrative works of the college. Some Committees of the college are - Admission committee, Examination committee, Finance committee, Building committee, Advisory committee, Library committee, Research committee, RUSA, IQAC, Grievance Redressal Cell, Counseling and Career Guidance and Placement Unit etc. Non-teaching staff are members in Finance committee, Building committee, Advisory committee, etc. to ensure their participation in the management of the college. The college promotes the culture of participative management at the strategic, functional and operational levels. Faculty members, Students and office staff together make efforts for the execution of different academic, administrative, extension related and extracurricular activities. Departments of the college are headed by senior faculty member who constitutes different committees for proper function of the department. These departmental committees are represented by Faculty members and staffs of the department.

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	Curriculum designing and development is decided by the Vinoba Bhave University, Hazaribag. The college follows and implements the curriculum developed by the university. Principal and most of the faculty members are members of curriculum development committee/academic council of the university. University Departmental Committees for Curricular Planning and Syllabi designing are involved in framing curriculum of the respective department. Restructuring of curriculum is done time to time on the suggestions of the faculty members. Syllabi are regularly updated by the university as per need keeping in view recent changes in knowledge and employability. Recently we have adopted CBCS curriculum of education.
Teaching and Learning	The College continuously improves its infrastructure and incorporates new technology, tools and teaching-aids, to improve the teaching and learning processes. Computers are made available to all the departments. The college has emphasized on use of ICT and smart classes by the teachers for better understanding of subject by the students. Some departments have adopted Group Learning System, quizzes, seminar

	etc to ensure participation of every student in the learning activity. Field tours are organized by Botany, Zoology, and Geography departments. Laboratory renovation and up-gradation are done and equipments are purchased for improvement of learning resources.
Examination and Evaluation	End Semester examinations are conducted by the affiliating university. College conducts internal assessment of students according to the university guidelines. Class tests/surprise tests, student seminars, interactive sessions, practical examinations, debates etc are conducted by departments to evaluate the students. Sometimes evaluations are also done on the basis of participation to the field visits and group activities.
Research and Development	The college encourages research activities among students and faculty members. A multidisciplinary journal "International Journal for Exchange of Knowledge" is also published by the Department of Botany of the college. Most of our faculty members have successfully supervised research work for the award of Ph.D/M.Phil degree. Faculty members take major and minor research projects funded by different agencies. We regularly organize conference, seminars, etc. Journals are subscribed to promote research activities. Innovative ideas of students are promoted.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Administration	CERTIFICATE ISSUE SECTION
Student Admission and Support	ONLINE ADMISSION
Finance and Accounts	ACCOUNT SECTION
Examination	EXAMINATION SECTION

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	NIL	NA	ZERO	0
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6.3.2 – Number of professional development / administrative training programmes organized by the College for

teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2017	Seminar - Legal aspects of intellectual property		28/07/2017	28/07/2017	16	0
2017	Seminar - Scientific innovations and documentation for intellectual property rights		29/08/2017	29/08/2017	14	0
2018	Seminar - Quality of higher education in colleges situated in rural area		17/02/2018	17/02/2018	21	0
2018	Seminar - Modern teaching methods in Physics		22/03/2018	22/03/2018	2	0
2018	Seminar - Quality of higher education in India		11/04/2018	11/04/2018	18	0
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Orientation Programme on Swayam MOOCs Open educational	1	05/05/2018	06/05/2018	02

resources and moodle learning management system				
Workshop on Cartography in Geography	2	29/07/2017	29/07/2017	01
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
0	8	2	2

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
EMPLOYEE WELFARE FUND, GROUP INSURANCE, PF	EMPLOYEE WELFARE FUND, GROUP INSURANCE, PF	POOR STUDENT FREESHIP, FEE CONCESSION FOR POOR BOYS, FREE EDUCATION FOR GIRLS

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Internal Financial Audit - College has constituted a finance committee to keep proper records of accounts. The committee is headed by the Principal. Other members of the committee are Prof.-in-charge, Bursar income, Bursar expenditure, and accountant. Accounts are audited at the end of the financial year. External Financial Audit - External Financial Audit is done by the auditors of the University. University auditors work under the guidance of the Finance officer, the Finance Advisor and the Registrar of the University. External Financial audit is also conducted by Accountant General (AG) of Jharkhand State.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NIL	0	NA
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6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	BBMKU, Dhanbad	Yes	Quality circle of College
Administrative	Yes	BBMKU, Dhanbad	Yes	Quality circle of College

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

- a. Timely feedback to IQAC. b. Helps in maintaining discipline in the college. c. Supports in extension activity of college.

6.5.3 – Development programmes for support staff (at least three)

- a. CBCS and implementation of examination reforms (workshop) b. Compulsory and Elective subjects under CBCS (workshop) c. Hands on computer for online admission (workshop).

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Improvement in playground. 2. Appointment of Teachers. 3. Feedback system from stakeholders 4. Development of carbon sink belt in the college campus. 5. Academic Audit. 5. CCTV cameras in the class rooms and campus

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	No
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Academic Audit	24/08/2018	01/07/2017	30/06/2018	18
2018	Administrative Audit	24/08/2018	01/07/2017	30/06/2018	12
2018	Parent feedback	24/08/2018	01/07/2017	30/06/2018	45
2018	Seminar - Quality of higher education in College situated in rural area	12/12/2018	12/12/2018	12/12/2018	21
2017	Workshop - CBCS and implementation of examination reforms	17/07/2017	17/07/2017	17/07/2017	9
2017	Seminar - Legal aspects of intellectual property	28/07/2017	28/07/2017	28/07/2017	16
2017	Seminar - Scientific innovation and documentation for	29/08/2017	29/08/2017	29/08/2017	14

	ntages	local community					
2017	1	1	09/08/2017	1	World Adivasi Day	Integrati on with society	64
2017	0	1	23/09/2017	1	Swachhata Mission	Social Health issues	55
2017	1	1	19/12/2017	1	Blood Donation	Health issues	45
2017	1	1	10/02/2018	1	Blood Donation	Health issues	52
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Indian Traditional Value System	13/03/2018	The Gurukul system of education in india was highlighted in the handbook to make students aware for our traditional ethical values.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
World Adivasi Day	09/08/2017	09/08/2017	27
Videoshow - Vasudhaiv Kutumbatam	18/12/2017	18/12/2017	27
Blood Donation Camp	19/12/2017	19/12/2017	11
Blood Donation Camp	10/02/2018	10/02/2018	14
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Rain water harvesting system is developed in the college campus.
Tree plantation was initiated.
Survey of campus vegetation.
Development of green belt in the campus as a sink of carbon dioxide.
Use bicycle and car pooling as mode of transport.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice 1 1. Title of the Practice: Survey of College Vegetation and Sticking Name Plate on Trees 2. The Context that required the initiation of the Practice: The college is established in 15 acres campus which had almost rare or no vegetation earlier. Bokaro is an industrial city having many industries. Chas College is located in rural area developing fast towards urban status of Chas/Bokaro city. The campus is covered with several medicinal and forest plants besides fruit plants, shrubs and grasses. The rich vegetation of the college is a source of aesthetic beauty which attracts students and general

people of the nearby locality. The dead leaves and branches of trees are source of fuel for the villagers. The vegetation of the college may be used as a source of knowledge sharing to the students and the people of nearby villages. Therefore, we decided to survey the plants and to put name plates on plants that describe about the medicinal, economic and ecological value of plants.

3. The Objectives of the Practice: Objectives of this activity were to highlight the medicinal, economic and ecological importance of every trees/plant and to teach conservation of plants for pollution control, health issues and economical well being. The major objective of this practice was to save the environment and the earth for sustainable prosperity of human beings and other organisms. Other objectives were to enjoy the aesthetic beauty of the vegetation and to teach students the value of trees for environment protection and conservation.

4. The Practice: Institutions of higher education are duty bound to provide holistic education and to produce responsible citizens who honour the social, national and global values. As a result of our green campus initiative different species of trees were planted which have taken its shape now. Most of the planted trees were fruit yielding, timber yielding and medicine yielding. The work of survey of vegetation was started by the department of Botany with the help of students and staff. We identified the plants with the help of local people, students and standard books. We collected economical and medicinal importance of trees. The Scientific name and Local / Hindi name of the trees were printed on the name plate. The name plates were put on the trees. By looking on the name plate students become aware of the importance of trees and they also come to know the name of the trees also. Similarly this becomes beneficial for the general people and visitors of the college campus.

5. Obstacles faced if any and strategy adopted to overcome them: Major obstacle was identification of trees and to ascertain its medicinal and economic value. Local people and staff of nearby locality helped to solve this problem with their traditional knowledge transferred from generation to generation. Finally the name of the plants and their value were confirmed with the help of standard books.

6. Impact of the Practice: Students of the college now know the names of trees and its economical and medicinal value. Due to this activity students and general people have started to honour the existence of the plants due to which they now think to protect plants for conservation of nature and natural recourses which ultimately leads to sustainable development of the people and the country. Some other impacts of this initiative are -

- Villagers and students are now aware that tree plantation is necessary for conservation of nature and pollution control.
- Students have learnt to appreciate the aesthetic beauty of the nature and natural resources.
- Students knew the importance of protection and propagation of trees.
- This has activated innovative thinking among students in the field of conservation of natural resources and its sustainable use.

7. Resources Required: This activity did not require much resources because this was done by the students, teachers and staff of the Botany department. Local people and local staff of the college helped with their traditional knowledge. Money was required only for name plate and its printing.

8. About the Institution: Name of the Institution: Chas College Chas, Bokaro Address: P.O - Kura, Diwanganj, Chas, Bokaro, Jharkhand - 827013 Year of Accreditation: 2016, Grade awarded by NAAC: B Contact Person for further details: Dr. P. C. Thakur, Coordinator IQAC E.mail: drpcthakur@gmail.com Website: www.chascollege.org

Best Practices 2

1. Title of the Practice: Blood Donation Camp in the College
2. The Context that required the initiation of the Practice: India had blood shortage of 1.95 million units during the year 2016-17. Such huge shortage had restricted several organ transplantations, surgeries and many health related issues. Jharkhand is one of the least blood donating states. There are several myths like, it causes weakness, fatigue, reduction of blood in the body and blood donation is painful keep people away from blood donation. Our college is situated on the National Highway no. 32 that connects Bokaro to Purulia and Tatanagar. Sometimes we see

accidents on the road which cause severe injury and sometimes it become fatal due to non availability of blood at the time of need. One such incident on the road prompted us to organize blood donation camp in the college regularly. 3. The Objectives of the Practice: Major objective of the practice was to collect blood and to make it available to the person in need. Other objectives were to - A. To teach students the importance of blood in case of emergency B. To make students realize that blood donation is donating life to someone in need C. To dispel the fear from the mind of students that blood donation has an adverse effect on donor D. To inculcate the moral value to repay the society and the nation E. To teach the effectiveness of group activity F. To experience the sense of self satisfaction in sacrificing something for others G. To teach art of giving 4. The Practice: We organize blood donation camp in the college at least one time every year but sometimes it has been organized two times in a year. Blood donation camp is organized with the help of an NGO, the Bokaro Blood Donors Association and Red Cross Society of India. We encourage teachers, staff and students for blood donation. Before schedule date of blood donation camp we organize a meeting with teachers, staff and students and convince students that blood donation is a noble cause to save life of someone in distress. It is like giving life to someone in need. We try to clear all doubts and myths related to blood donation due to which large number of students takes part in blood donation. The collected blood is handed over to Red Cross Society of India. Light refreshment and energy giving drinks are provided by the NGO to the donors. The society provides certificates to blood donors and assures priority in providing blood to the registered donors and their family in time of need. 5. Obstacles faced if any and strategy adopted to overcome them: Most of our students are from rural background therefore, they were hesitant to blood donation due to several myths related to it. To dispel the hesitation we organized meeting with students and convinced them that blood donation is totally safe and does not cause weakness. We also convinced that blood taken is again formed in the body within 48 hours. As all doubts and myths are cleared, large number of students comes forward for blood donation. 6. Impact of the Practice: Our students have learnt the art of giving and the importance of the group activity. The collected blood must have saved life of several people. Some other impacts of the practice are - • The activity has boosted the moral value of the students. • Students have learnt the art of group activity. • Students have learnt the importance of life and self respect. • Sense of togetherness has inculcated among our students. 7. Resources Required: It did not require much financial resources as the activity was supported by Bokaro Blood Donors Association and Red Cross Society of India. 8. About the Institution: Name of the Institution: Chas College Chas, Bokaro Address: P.O - Kura, Diwanganj, Chas, Bokaro, Jharkhand - 827013 Year of Accreditation: 2016, Grade awarded by NAAC: B Contact Person for further details: Dr. P. C. Thakur, Coordinator IQAC E.mail: drpcthakur@gmail.com Website: www.chascollege.org

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

http://www.chascollege.org/images/2017_18_Best_Practices.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Vision of the College is to provide inclusive and holistic education to the deprived section of the society and especially to the girl students to develop scientific and professional temper and to inculcate Human and National values. To achieve the endeavor our objectives are to provide student centric higher education to make them self dependent, responsible citizen and to produce educated, multifaceted and self reliant youth for Nation building. Gender

discrimination has been a major obstacle in granting equal opportunity to women in Higher Education. It has been identified as a crucial area and deserves attention to provide equality of education to every section of the society. Today, women's education has become an issue of debate to find ways and means to provide equal opportunity in education to girls and women. As population of women in India is almost 50, besides providing quality education to women now we should shift focus of attention from women's intellectual development to women's autonomy in decision-making, freedom of expression and control over resources. Empowerment is the manifestation of redistribution of power that challenges patriarchal ideology. The time has arrived to realize the importance of women empowerment through education in a rapidly developing country like India. This objective can be achieved only through Higher Education of women to develop creative and critical thinking and to acquire decision making and leadership qualities. Keeping in view the objective of women education Chas College strives to provide quality education to women and girls of the society. From very beginning the college encouraged girl students to take admission in the college for which we facilitate free education to girls with the support of the Government. Welfare Department of the government provides monetary help directly to the account of the girl students by way of scholarship and stipend. The campus is totally safe for girls that have developed confidence in the parents and therefore, large number of girl students comes to our college for higher education. Result of this approach is that population of girl students of the college is increased to almost 50 of the total students. Chas College, apart from its inclusive education, also makes girls feel important contributors to the society, nation and the world. Our campus maintains gender equality to promote self confidence and self respect among the girl students. This endeavour of the college is to make our students understand and promote pluralistic, multicultural aspects of our country.

Provide the weblink of the institution

<http://www.chascollege.org/images/DISTINCTIVENESS.pdf>

8.Future Plans of Actions for Next Academic Year

Academic Planning- It is planned to give emphasis on Skill Enhancement Course (SEC), Discipline Specific Elective(DSE). To collaborate with IIT Bombay and TISS, Bombay for skill development programme. Planning for infrastructure development- Construction of separate administrative building is planned for the academic year(2017-18). Modernization of Geography, Psychology, Physics, Chemistry, Botany and Zoology is to be done. Development of reading facility inside library is also planned. Its is also planned to improve the condition of playground, digitalization of library, administrative records of the college, to undertake carbon audit and green campus audit. Financial Planning- Budget to be approved by the university. A part of expenditure in infrastructure development is to be provided by the university and state government. Major part of the expenditure is to be met by RUSA.