

**Annexure 4: Institutional Plan
Template Sample Template for
Institutional Plan**

1. INSTITUTIONAL BASIC INFORMATION

Institutional Identity:

- Name of the Institution : B.S.K.College, Maithon(Dhanbad)
- Is the Institution approved by Regulatory body? : Yes/No
- Furnish approval no. :
- Type of Institution : Govt. funded/ Govt. aided/ Private unaided/ Autonomous / Other
- Statutes of Institution : Autonomous Institute as declared by University / Non-autonomous / Deemed University / Constituent Institute
- Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name	Phon e Number	Mobile Number	Fax Number	E-mail Address
Head of the Institution (Full time appointee)	Dr. Kaushal Kumar		9431566377		college@bskcollege.ac.in
RUSA Institutional Coordinator	Smt. Sumita Khalkho		9955164978		sumitakhalkho0712@gmail.com
Nodal officers for:					
Academic Activities	Dr. Anjali Kumari		6299127305		anjali.kumari1205@gmail.com
Civil Works including Environment Management	Dr. Satyam Chatterjee		9932836552		satyamchatterjee00@gmail.com
Procurement	Dr. Satyam Chatterjee		9932836552		satyamchatterjee00@gmail.com
Financial aspects	Sri A.K.Toppo		9478350408		amitkumartoppobs@gmail.com
Equity Assurance Plan Implementation	Sri Sanjeev Kumar		9931214592		

Academic Information :

- UG /PG /Ph.D. programs offered in Academic year 2020-21

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Sl. No	Title of programs	Level (UG, PG, PhD)	Duration (Years)	Year of starting	sanctioned annual Intake	Total student strength
	Degree	UG	3years	1966	***	***
	CBCS	UG	3 years	2015	***	4196

- Whether Institution is Accredited?
 - Grade
 - When – DVV done, SRR accepted (December 2021) and in process.
- **Accreditation Status of UG programs:**

Title of UG programs be in offered	Whether eligible for accreditation or not?	Whether accredited as on 31st March 2021?	Whether "Applied for" as on 31st March 2021?
	NO		

- Accreditation of 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?
	NO		

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

Faculty Rank	No. of Sanctioned Regular Posts	Present Status: Number in Position by Highest Qualification												Total Number of regular faculty in Position	Total Vacancies	Total Number of contract faculty in Position
		Doctoral Degree				Masters Degree				Bachelor Degree						
		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=	16=	17=
	42													(3+5+7+9+11+13)	(2-15)	(4+6+8+10+12+14)
Prof														08	34	09

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17	The transition rate of students in percentage from 1 st year to 2nd year in the year 2020-21 for :	
	(i) all students	1429
	(ii) SC(iii)ST(iv)OBC.....	306

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18	IRG from students' fee and other charges in the year 2020-21 (Rs. In lakh)	2552442.00
19	IRG from externally funded R&D projects, consultancies in the year 2020-21 (Rs. in lakh)	X
20	Total IRG in the year 2020-21 (Rs. in lakh)	25524402
21	Total annual recurring expenditure of the institution in the year 2020-21 (Rs. In lakh)	22064000

2. INSTITUTIONAL DEVELOPMENT PROPOSAL (IDP)

Give the Executive Summary of the IDP.

B S K College , Maithon , Dhanbad is committed to imparting quality education combined with value based training and teaching to the rural boys and Girls so as to prepare them for the task of nation building. The Institutional Development Proposal of B.S.K. College, Maithon is developed focusing on providing additional infrastructural facilities by- procurement of Furniture, modernization of classrooms, modernization and strengthening of laboratories, up gradation of learning resources, creation of new departments, Modernization of libraries and increasing access to knowledge resources. The Institutional Development Proposal of the college sets out realistic strategic proposals and goals to be implemented and achieved over the next three years. SWOC analysis has been used to formulate the strategic plan based on a process of discussion, involving all stakeholders including the teaching staff, support staff, present students and their parents, and the alumni. Based on SWOC Analysis, the strategic goals and expected results are formulated keeping in view the vision and mission of our institution. Strategic goals in terms of improving the employability of Degree Holders, Increased learning outcomes of students, infrastructure grant to this noble institution are developed.

2.1 Provide the details of SWOC Can analysis carried out(interim so methodology used, analysis and information and data as collected and inferences derived with respect to strengths, weaknesses, opportunities and threats).

- Based on SWOC analysis ,provide the "strategic plan" developed for institutional development.
- How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOC Analysis?

Methodology used for preparation of SWOC analysis

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- In College a meeting was conducted under IQAC to list of the Strength, weakness, Oppurtunities and Challenges.
- Review of each Category to identify the most relevant factors keeping in view the Vision ad Mission of the institution and the components covered under the Framework of RUSA.
- Preparation of Institutional SWOC Analysis.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

The college has been the centre for multicultural activities of three states, Jharkhand, Bihar and West Bengal on the border of which the college is situated. The students from these three states with different cultural heritage intermingle here and blossom in a unique state of cultural affairs.

1. There is no scarcity of students in this region as it covers a huge population.
2. Maximum percent component share of SC, ST and OBC in admission.
3. A wide premise of twenty one (21) acres of land under peaceful possession is the future prospect for extension of infrastructure of the college.
4. A large play ground within its premises of the college is always an additional advantage in promoting sports and cultural activities of the students which reflects the future dream of a stadium to be built for the students under the active co-operation of D.V.C (Damodar Valley Corporation) and MPL (Maithon Power Limited) ,Maithon.
5. Accommodation facilities provided to the teaching and non-teaching staff of the college is an extra attraction to encourage a good number of teaching and non-teaching staff to join the college preferentially.
6. The presence of PHED (Public Health Engineering Department) of Jharkhand adjacent to the college has been our potential to improve the drinking water supply system continuously.
7. Doorstep medical facilities to the students being provided by state run ESI Hospital and BP Neogi Hospital of DVC Maithon appears to be a boon for the college students.
8. Accommodation facilities to the tribal students in a separate boy's hostel built by welfare department of Jharkhand is an additional milestone of progress of the college for providing higher education to the tribal community of this locality.
9. The sufficient space around the UGC built library building provides the scope of its up gradation to a richer one.
10. Banking facilities in the college is another feather in the crown of the college.

Institutional Weakness

1. Lack of separate departments.
2. Classroom crunch during peak periods.

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3. Need to improve basic amenities like sanitation and drinking water.
4. No department has national or international collaboration.
5. Conventional evaluation methods are used for internal examination.
6. Large number of alumni but weak network.
7. Multi-purpose hall yet to be constructed.
8. Vacant Faculty positions at Associate and Assistant Professor levels.
9. Shortage of administrative staff, non-teaching staff and lab attendants.
10. We are the constituents of a big University and will follow the guidelines given by the university. We will not be able to start new courses/vocational courses/skill enhancing courses without financial support from the University/Government/ UGC or any other such financing body. Space is the most important requirement for expansion programs and we possess the necessary space for such requirements.

Institutional Opportunity

The educational environment in the country is changing and this multi-faculty co-educational institution has to keep pace with this change. Many experts are of the view that the present educational system is producing a large number of graduates who are not employable. This means that drastic change in the overall educational system may be visible in the near future. Stress may be on such a system which encourages –

1. Vocational courses which provide opportunities for employment.
2. Skill-enhancing courses which may open doors for students for starting their own business.
3. To re-structure the syllabi in such a way that it becomes more productive.
4. We are the constituents of a big University and will follow the guidelines given by the University. We will not be able to start new courses/vocational courses/skill enhancing courses without financial support from the University/Government/ UGC or any other such financing body. Space is the most important requirement for expansion programs and we possess the necessary space for such requirements Institutional Challenge.

Institutional Challenges

1. Teacher-student ratio was very high till 2014-2017 sessions. From 2015-2018 academic session BBMK University has notified the set limit as well as introduced the CBCS system which has somehow brought down the said ratio.
2. Lack of rooms and infrastructure.
3. Stiff competition from upcoming and established institutions.
4. Adjusting to rapidly changing socio-eco-political and techno environment.
5. Reducing trend of students taking admission in traditional degree Programmes.
6. High cost of maintenance of infrastructure.
7. Imparting technical knowledge to the staff and students.
8. Construction of boundary wall for protection of the college premises.

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9. Placement opportunities for students.

10. Providing flexible teaching schedule for attaining maximum flexibility in CBCS.

Based on SWOC analysis, provide the “strategic plan” developed for institutional development. The College has identified acquisition of the following Modernization of infrastructural support in the coming years, which could help the institution attain better quality in delivery of teaching and training to the students:

Infrastructure

1. Modernization and strengthening of laboratories: Geography Laboratory.
2. Modernization of classrooms: Each class room with Smart board and projector.
3. Up gradation of Learning Resources: Online resources learning portal.
4. Procurement of furniture: Furniture for Staff room, Separate departments, Class rooms, administrative departments, Library and Girls common room.
5. Establishment/Up gradation of Computer Centers: We have one ICT lab. It need to upgrade and modernize.
6. Modernization/improvements of supporting departments- Separate department.
7. Modernization and strengthening of libraries and increasing access to knowledge resources.
8. Refurbishment (Minor Civil Works): - Class room, Library, separate toilet for boys and Girls.

Academic support

1. Creation of new departments/courses: New Vocational Courses proposal will be sent.

Up-gradation

The college proposes

- i) Refurbishment (Minor Civil works)-Renovation of College Building.
- ii) Extension and development of landscape and parking area.
- iii) Extension of existing environmental services, amenities and green campus initiatives Campus development.
- iv) Modernization of classrooms
- v) Inside work of library and Computer centre.

• How the key activities proposed in the Institutional Development Proposal are linked with the results of SWOC Analysis.

2. State the specific objectives and expected results of your proposal (in terms of, “Institutional strengthening and improvements in employability and learning out comes of graduates”. These objective and results should linked to the SWOC analysis.


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- 2.2 State the specific objectives and expected results of your proposal (in terms of, “Institutional strengthening and improvements in employability and learning out comes of graduates”. These objective and results should be linked to the SWOC analysis.

Specific Objectives:

To impart quality education with high moral standards.

- To provide equal opportunities to students of all sections of the society.
- To introduce the latest technology in teaching Programmes.
- To provide conducive environment for creativity and cultural activities.
- To provide equal opportunities to both genders.
- To help develop the skills of students so as to make them more employable.

Expected Results

- To impart value-based teaching.
- To encourage a dialogue among various schools of thought, faith and culture.
- To encourage care and concern for the less privileged.
- To concentrate on overall development of the individuals in order to promote development of the society.

2.4 Provide an action plan for:(max 1 page each)

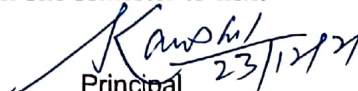
a) Improving employability of graduates

Improvement of employability of graduate from Arts and Commerce background is one of the Project Goals and it is measured in terms of employment rate. From several survey reports on employment scenario, it is observed that though there is huge unemployment in India, at the same time there is also a good gap of employable of Arts and Commerce graduates. The students of our college are from socially and economically marginalized groups. Most of the students opt Arts background, are not capable enough to meet their specialized needs. This is because of several reasons. Most of the fresh Arts and Commerce graduates do not have the capability to work in national or international level because of their limited technical language skill. At the same time, they do not possess other soft skills to work as a part of a team to achieve success through unified effort. Furthermore most of the fresh Arts and Commerce graduates are not well aware about the business activity of different employers and Govt schemes. Now the situation demands more. Arts and commerce students need more exposure and field along with MOUs with different company and Job Sectors. Time to time Job Orientation workshop and seminar need to be done at college level.

b) Increased learning out comes of the students

Increased learning outcome of the students is measured by the transition rate from one semester to next


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higher semester particularly from 1st semester to 2nd semester as the transition rate slowly increasing at this level. Normally students face most difficulty in 1st semester because of a sudden change of academic standard including subject patterns. At this level students need special care from the Institutions as well as parents to cope up with this change in academic standard as well as environment and social obligations. To obtain increased learning outcomes from the students, several actions can be taken.- Remedial class, Students Feedback mechanisms, Academic improvement with latest technology being upgraded to Faculties from time to time.

- c) Obtaining autonomous institution status within 2 years
- d) Achieving the targets of 60% of the eligible UG and PG programs accredited within two years of joining the Project and 100% accreditation obtained and applied for by the end of the Project of the eligible UG and PG programs
- e) Implementation of academic and non-academic reforms (details given in RUSA Document)
- f) Improving interaction with industry
- g) Enhancement of research and consultancy activities

2.5 Provide an action plan for organizing Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students through innovative methods, such as remedial and skill development classes for increasing the transition rate and pass rate with the objective of improving the employability.

Several suggestions emerged from our discussions with Academically weak students:-

Improving Classroom Practices.

One of the most critical needs is to ensure classroom sizes in which teachers can give adequate attention to the students and involve them in the daily lesson. To enhance classes teachers could adopt one or more of the following approaches.

- Start by asking students what they know and build their knowledge and confidence by teaching some familiar material and gradually moving to a new or difficult topic.
- Explain the importance of a topic being taught and its relevance to the 'real world,' industry, etc.
- Move around the classroom and interact with students while they solve problems or read texts, or even while just giving the lecture.
- Speak clearly and audibly.
- Use media beyond 'chalk and board,' Power-points - classrooms can be equipped with charts, models, projectors and videos to make instruction more visual and tactile.
- Make a list of students who are academically weak and organize Remedial classes for them.
- Be open to questions and to feedback from students about the teaching contents and style.

Increasing Student Participation in the Classroom.

Both faculty and students agree that student participation in the classroom must be encouraged because it engages students more, builds their confidence, and helps clear their doubts. There are many ideas for teachers to increase student participation, enjoyment and effectiveness.


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• Ask students questions at the beginning of each class about the previous lesson, thereby helping them to revise the earlier material and providing continuity.

6. Provide an action plan for strengthening of PG programs and starting of new PG programs.
(X)

7. Attach 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 in the following areas.

- Basic and advanced pedagogy.
- Subject/domain knowledge enhancement.
- Attendance in activities such as workshops ,seminars.
- Improvement in faculty qualifications.
- Improving research capabilities.

- ❖ The faculty members are encouraged to publish their research contributions in various National & International Journals and conferences.
- ❖ The College motivates the faculty members to attend research oriented seminars/workshops/conferences, etc., by providing special on-duty leave.
- ❖ Encouraging faculty members to pursue Ph.D Programmes in reputed universities.
- ❖ The institute supports the researchers by providing high end computing facility with necessary software and with modern equipments.
- ❖ Excursion of Geography and Commerce Department for the exposure of the subject knowledge.
- ❖ By providing adequate infrastructural facilities.
- ❖ Providing laboratory (Geography and Psychology Department) with latest equipments.
- ❖ Facilitating faculty members to upgrade their skill and knowledge in the emerging trends through enrichment courses
- ❖ Motivating faculty members to pursue higher studies.
- ❖ Encouraging faculty members to use innovative teaching methodologies.
- ❖ Providing Wi-Fi facility to utilize the online resources.
- ❖ Resourceful Library facility for referring books, journals, etc.

2.6 Provide an action plan for strengthening of PG program and starting of new PG programs. – N.A

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 in the following areas.

- Basic and advanced pedagogy
- Subject / domain knowledge enhancement
- Attendance in activity's such as workshops ,seminars
- Improvement in faculty qualifications
- Improving research capabilities

2.8 Provide an action plan fort rain in technical and other staff in functional areas.

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The Staff members are attending various faculty development Programes.

2.9 Describe the relevance and coherence of Institutional Development Proposal with State's/National (in case of CFIs) Industrial/Economic Development Plan.

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

During IDP preparation all the HOD of the concerned subjects has been consulted.

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

Various committee has been formed for the implementation of the Institutional Plan Project.

Institutional Project Budget (this is meant for existing institutions)

S. No	Activities	Project Life	2022-23	2023-24	2024-25
1	1. Modernization and strengthening of laboratories	Total 02 Crore	01 Crore	50 Lakh	50 Lakh
	2. Establishment of new laboratories for existing UG and PG programs and for new PG programs	x	x	x	x
	3. Modernization of classrooms	30 Lakh	15 Lakh	7.5 Lakh	7.5 Lakh
	4. Updation of Learning Resources	50 Lakh	25 Lakh	12.5 Lakh	12.5 Lakh
	5. Procurement of furniture	50 Lakh	25 Lakh	12.5 Lakh	12.5 Lakh
	6. Establishment/Upgradation of Central and Departmental Computer Centers	15 Lakh	7.5 Lakh	3.75 Lakh	3.75 Lakh
	7. Modernization/improvement so supporting departments	10 Lakh	05 Lakh	2.5 Lakh	2.5 Lakh
	8. Modernization and strengthening of libraries and increasing access to knowledge resources	20 Lakh	10 Lakh	5 Lakh	5 Lakh
	9. Refurbishment (Minor Civil Works)	5 Lakh	2.5 Lakh	1.25 Lakh	1.25 Lakh
	Research and development support	x	x	x	x

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2	Providing Teaching and Research Assistantships to increase enrolment in existing and new PG programmes in Engineering disciplines	X	X	X	X
	Provision of resources for research support	X	X	X	X
	Enhancement of R&D and institutional consultancy activities	X	X	X	X
	Faculty Development Support				
3	Faculty and Staff Development (including faculty qualification upgradation, pedagogical training, and organizing /participation of faculty in workshops, seminars And conferences) for improved competence based on TNA Institutional reforms	25 Lakh	12.5 Lakh	6.25 Lakh	6.25 Lakh
4	Technical assistance for procurement and academic activities	10 Lakh	5 Lakh	2.5 Lakh	2.5 Lakh
	Institutional management capacity enhancement Academic support	X	X	X	X
5	Creation of new departments/courses	15 Lakh	7.5 Lakh	3.75 Lakh	3.75 Lakh
	Enhanced Interaction with Industry	X	X	X	X
	Student support activities	X	X	X	X
	Others	X	X	X	X
6					

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%				

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% of Non-teaching staff to teaching Staff	3.0%				
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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-turnaround/cycle time in 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%				

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Gender Parity	3.0%				
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Urban to Rural Student population	2.0%				
Existence of Committee against sexual harassment	0.5%				
Existence of Social Protection Cell	0.5%				
Language assistance programs for weak students	0.5%				
REASERCHANDINNOVATIONINDE X-24%					
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 facilities	1.0%				
Digitization of Masters and Doctor al thesis	0.5%				
UPE/CPE	3.5%				
% of Income generated from non-grant sources	2.0%				
STUDENT FACILITIES - 15%					

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No of new professional development programs	1.0%				
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Existence of Placement Cell sand 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%	1.0%				
%Income generated from training courses	1.0%				
% Income generated from consulting	3.0%				
Infrastructural sufficiency	3.0%				
Computer coverage	3.0%				
Internet connectivity of Campus	100.0%				

Project Targets for Institutions

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

3.

4. Details of the projects are following :-

1.	Physics	
	Lab furniture	14,52,108.00
	Equipment	15,49,753.00
2.	Chemistry	
	Lab furniture	40,21,204.00
	Equipment, glassware and chemicals	6,30,908.00
3.	Botany	
	Lab furniture	13,36,704.00
	Equipment, glassware and chemicals	10,75,959.00
4.	Zoology	

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	Lab furniture	12,62,364.00
	Equipment, glassware and chemicals	8,26,641.00
5.	Psychology	9,99,224.00
	Lab furniture	6,12,969.00
	Equipment	
6.	Geography	7,76,027.00
	Lab furniture	8,49,652.00
	Equipment	
7.	Upgradation of library	23,98,751.00
8.	Smart class room	34,62,120.00
9.	Principal chamber, staff room and office	15,94,180.00
10.	Girls common room	3,41,374.00
11.	Classroom	24,78,000.00
12.	Drinking water	8,70,250.00

	Total -	2,65,38,188.00
	Add GST @18%.....	

Evaluation of Institutional Development Proposals (IDP)

S. No	Evaluation Parameters	Marks
I	Institutional Preparedness and Implementation Feasibility	
	A Clarity of institutional basic information including baseline data	5
	Overall proposal implementation feasibility	
	B 1 Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOC analysis	5
	2 Have the key activities been identified clearly and adequately for each specific-objective	5

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	3	Adequacy of the Institutional Project Implementation arrangements	5
	Quality of SWOC analysis		
C	1	Appropriateness for the procedure adopted for the conduct of SWOT analysis and adequacy of participation of stakeholders	5
	2	Clarity in the identification of strengths, weaknesses, opportunities and Threats	5
D	Coherence of proposal with State's/regional development plan		5
E	Reasonability of proposed budget		5
Sub-total (I)			40
II Clarity and Quality of the Action Plans for :			
	Scaling-up research and innovation		
F	1	quality of action plan for quantitatively increasing and qualitatively improving research activities	5
	2	quality of action plan to transfer technology and for commercialization of R&D (the innovation agenda)	5
G	Scaling-up PhD enrolment through existing and new programmes		10
H	Scaling-up enrolment into UG/Masters programmes in existing and new Programmes		10
	research collaborative activities with Institution at National and International level		
I	1	identification of options to improve and increase research collaborations at National and International levels	5
	2	clarity in identification of expected quality enhancement in Masters and doctoral programmes and faculty research	5
J	Potential impact and depth of proposed Industry collaboration		5
	Faculty development including pedagogical training to:		
K	1	Develop faculty/technical staff in subject domain	5
	2	Improve pedagogical skills of faculty for better student learning	5
L	Identification of weak students and for improvement in their learning outcomes through finishing school		5
Sub-total (II)			60
TOTAL (I+II)			100

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Annexure 5: Entitlement Index for Higher Education

A formula based allocation of grant stakes into considerations over all parameters identified mainly on the basis of need and performance based criteria. The choice here is dictated by the availability of data. Three parameters are identified under the need-based criterion. These are population in the 18-23 age group, per capita income, and GER. Seven parameters are identified under the performance based criterion which include improvement in GER, state expenditure on higher education, college-population index, institution density, teacher-student ratio, quality, educational achievement in levels prior to higher education. In case of some of these parameters, more than one indicator is considered for assessing the performance. Hence, in total, there are 19 indicators (see Table 3.1)- Rationale for the inclusion of each of these indicators shall be elaborated. A small part of the allocation can be kept aside for special problems.

Table 3.1: Criteria and Weights for Equalization Grants

Sl. No.	Criteria	Weights
1	Population (Age Group: 18-23) (Criteria reflecting Equal Per Capita Transfers)	+40
2	Per Capita Income (Criteria Reflecting Fiscal Deficiency)	-10
3	Gross Enrolment Ratio (Criteria Reflecting Shortfall in Enrolment)	-10
4	Performance	
	A. Improvement in GER (over 5 Years) (2006-07 to 2011-12)	
	A.1 GER- All categories	+10
	A.2 GER- SCs	+5
	A.3 GER- STs	+5
	A.4 Gender Parity Index (Over 5 Years) (2006-07 to 2011-12)	
	A.4.1 GPI- All Categories	+10
	A.4.2 GPI- SCs	+5
	A.4.3 GPI- STs	+5
	B. Expenditure on Higher Education	
	B.1 Per Capita Expenditure	+10
	B.2 Expenditure as % of NSDP (1)	+10
	C. College - Population Index	-5
	D. Institutional Density	-5
	E. Teacher - Student Ratio	-5
	F. Research Output	+10
5	Special Problems	+25
	TOTAL	100

(+) Positive means – higher value = larger entitlement
 (-) Negative means – higher value – lower entitlement

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Research output will be determined by indicators such as number of research paper published in National & International Journal, number of M.Phil., Ph.Ds. guided, number of collaborative research projects, patents generated citation impact

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