INSTITUTIONAL DEVELOPMENT PLAN

**NETAJI SUBHASH MAHAVIDYALAYA, DHWAJANAGAR,
UDAIPUR, GOMATI DISTRICT,
TRIPURA 799114**

NAAC ACCREDITED 'B+' (CGPA 2.60) IN SECOND CYCLE

Submitted to

Department of Higher Education, Government of Tripura

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CHAPTER 1
Institutional Profile of the College

Netaji Subhash Mahavidyalaya Udaipur started its journey to meet the emerging need of students and locals of the then South Tripura. The establishment of a Government College in Udaipur is a culmination of the wholehearted efforts of visionaries to make it a reality. The College began its journey in 1964 through a private initiative by a group of visionaries aspiring to open an institute of higher learning in the Udaipur subdivision and provide an opportunity for local students who were reluctant to go to Agartala and other places for want of meeting extra costs. In 1977, the Government of Tripura allotted a plot of land for starting a government-sponsored College in Udaipur, but the process did not get momentum to become a full-fledged College.

Udaipur Government Degree College was established on 21st September 1979 in a small room in the Kirit Bikram Institution with 35 students in six Arts Stream subjects. Subsequently, a regular lecturer was appointed in Economics in 1978 to carry out academic discourses. The foundation stone for the present College was laid on 19th March 1984, and eventually, the College was shifted to the rural setting at the original site in 1986 from the Kirit Bikram Institution. Apart from Arts Stream, Commerce Stream was introduced in 1987, and finally, the Science Stream of the College began its journey from 1997 onwards. On 23rd January 1997, the College was renamed Netaji Subhash Mahavidyalaya, Udaipur, as the sole flag bearer of higher education in the entire Udaipur sub-division.

Over time, the number of admitted students climbed from poultry 35 in 1979 to over 5584 Students during the 2022-23 academic sessions, the second-highest volume of students among 24 General Degree Colleges in Tripura. The NSM now boasts of having both Undergraduate and Post Graduate courses, in Bengali and English, under the same premise, besides introducing National Cadet Corps (NCC) as an Arts Stream subject from 2022-23 academic sessions.

Facilities Available:

- One administrative building with classroom and library
- Two academic building with laboratory
- One old dilapidated building with classroom and laboratory

- Canteen building with cycle stand facility

- Classroom with 90 students capacity 01

- Classroom with 70 students capacity 10

- Classroom with 50 students capacity 09

- Class with 30 students capacity   03

- Academic buildings and college canteen are kept under CCTV surveillance.

- Library with 38781 text and reference books, journals and e-journals through NLIST (INFLIBNET) and e-Granthalaya including an e-corner and copier facilities.

- ST Boys hostel

- Indoor Gymnasium Facility Centre, Open field for sport

- Solar power plant with a 5 kVA capacity

- One medicinal plant garden

- Mushroom cultivation centre, Vermi Compost generation training centre

Vision Statement

Netaji Subhash Mahavidyalaya aims at instilling insight and cognitive ability into the minds of its students so that they can generate an enriched environment for the world with their sensitive and competent nature. The College strives to chisel out the latent individual talent through inclusive education that encourages unity in diversity and enhances emotional quotient among the students. The Vision Statement of the college, 'साͅवयाͅवमुͅये' which means "that is knowledge, which liberates", underscores the idea that knowledge liberates one's soul and leads it towards self-actualization. The statement encapsulates the vision of the college which believes in forming convictions and inculcating human values, professionalism, awareness against superstition and scientific temper in all sections of students.

Mission: To fulfill its mission, the college aims

- To disseminate knowledge and impart holistic and multi-disciplinary education to all section of students irrespective of caste or creed

- To create optimal learning environment and support system for students

- To inculcate wisdom, intellectual discipline, social and emotional competence in the students.
- To promote inclusive education along with student centric learning.
- To make aware about environmental awareness and climate change issues as well as management of waste to wealth.
- To promote skill development for livelihood generation for sustainable growth.
- To make students aware about cyber security
- To instill spirit of nationalism among the students.
- To make students aware of their social duties and responsibilities.

Target: The College strives to attain excellence in imparting education to students from all walks of life in consonance with the vision and mission adopted.

Need for Capacity Building: The College began its journey under the tutelage of the Government of Tripura based on decentralized management and delegation of authority. The NSM has grown in stature for the last 44 years, accommodating the **second** largest students in Tripura pursuing undergraduate and postgraduate courses in the Gomati district. Despite those developments, the NSM needs considerable investment to accommodate its admitted students during full sessions. Despite being a front-runner in imparting education, the College lack basic infrastructural facilities for maintaining a high volume of students at par with the best in business.

Chapter II
Institutional Basic Information

1. Name and Address of the College:

Name:	Netaji Subhash Mahavidyalaya
Year of Establishment	1979
Phone No.	03821-223554
Address	Dhawajanagar, Udaipur, Gomati, Tripura. Pin: 799114
Website:	www.nsmahavidyalaya.nic.in
Affiliation	Tripura Central University
Date of recognition	UGC Act of 2f and 12 B on 31st March, 2004.

2. Area of the College:

Location	Rural
Campus area in Sq. mts.or acres	4.62 acre
Built up area is sq.mts.	5036.50 Sq.mts

3. Management Authority: State Government

4.   Name of University to which the College is affiliated: Tripura University

5. Date of establishment of College: 21st September 1979

6. NAAC Accredited : Accredited "B+" (grade: 2.60) in second cycle

7. Name and Contact details (mail id, phone) of Principal:

Name	Mobile	E-mail
Dr. Sudhan Debnath	8787763693	nsm.udaipur@gmail.com

8. Name and Contact details (mail id, phone) of Institutional Coordinator IDP:

Name	Mobile	E-mail
Dr. Supriya Dam	9436195600	mrsupriya7dam@gmail.com

Chapter III
Institutional Basic Information II

Institutional Identity:

Name of the Institution: Netaji Subhash Mahavidyalaya, Udaipur, Gomati, Tripura

Is the Institution approved by the Regulatory Body: Yes

Type of Institution: Government Funded

Status of Institution: Affiliated to Tripura Central University

3.1 Data of the College:

Name	Year of Estd.	University Affiliated	Status as per UGC Act	Constituent Status	Total Teachers	Total Student Strength
Netaji Subhash Mahavidyalaya	1979	Tripura University	2f, 12B	Government	45	5584

%age of Women Students	%age of SC Students	%age of ST Students	%age of OBC Students	%age of Minority Students
47.0%	23.0%	30.0%	22.0%	05%

3.2 Faculty-wise Enrolment in the College:
UG and PG Programs Offered Academic Year 2022-23

Sl No	Title of Programs	Level	Duration (yrs)	Year of starting	Students strength
01	BA	UG	3	1979	4833
02	B. Sc	UG	3	1997	624
03	B. Com	UG	3	1987	127
04	MA, Bengali	PG	2	2022	10
05	MA, English	PG	2	2022	10

3.3 Faculty Status (Regular/ On Contract as on 31.3.2023)

Faculty rank	No of sanctioned posts	PhD	M. Phil	UGC NET	Master Degree	Total
Professor		1		1	1	1
Associate Professor	63	8	1	2	8	8
Assistant Professor		15	1	10	21	21
Post Graduate Teacher		1	3		16	16
Contractual Faculty					35	35

3.4 Baseline Data (All Data given for the following parameters of all disciplines)

Sl No	Parameters	2022-23
01	Total strength of students in all programs and all years of study in this year	5584
02	Total Women students in all programs and all years of study in this year	2624
03	Total SC students in all programs and all years of study in this year	1130
04	Total ST students in all programs and all years of study in this year	1659
05	Total OBC students in all programs and all years of study in this year	1244
06	Total General students in all programs and all years of study in this year	1551
07	Total number of fully functional P4 and above computers available to students in this year	75
08	Total number of text book and reference books available in Library for the UG and PG students in this year	38781
09	Student – Teacher ratio	124: 1
10	%age of UG students place through campus interview in the year	Nil
11	%age of PG students place through campus interview in the year	Nil
12	%age of high quality UG (>75 % marks) passed out in the year	
13	%age of high quality PG (>75 % marks) passed out in the year	Nil
14	Number of research publications in Indian referred journals in the year	02
15	Number of research publications in International referred journals in the year	10
16	Number of patents obtained in the year 2022-23	Nil
17	Number of patents filed in the year 2022-23	01
18	Number of sponsored research projects completed in the year	Nil
19	Transition rate of students in percentage from 1st year to second year for 2022-23: All students SC ST OBC	 97% 96% 97% 97%
20	Internal revenue generation from students fees and charges for 2022-23	43,668.00
21	Internal revenue generation from funded projects and consultancies for 2022-23	0.00
22	Annual recurring expenditure of the institution for the year 2022-23	23,56,595.00

Chapter IV
Institutional Development Plan (IDP)

4.1 : Executive Summary of the IDP

Netaji Subhash Mahavidyalaya (NSM) Udaipur came into being on 21st September 1979 and caters to the needs of higher learning aspirants, particularly in the Gomati Districts and adjoining locations. It was a culmination of collective efforts through a private initiative by a group of visionaries aspiring to open an institute of higher learning in the Udaipur subdivision and provide an opportunity for local students who were reluctant to go to Agartala and other places for want of meeting extra costs.

During the 44 years since its inception, the NSM, Udaipur has emerged as one of the prominent educational institutions in providing quality education to undergraduate students of Arts, Science, and Commerce (both Honours and General) streams. The arts stream encapsulates the majority of departments, which includes Bengali (66), Economics (20), Education (66), English (55), History (55), Philosophy (20), Political Science (66), Psychology (20) and Sanskrit (40)in Honours, of which Geography (20), Physical Education (40) and Psychology offer practical oriented courses for aspiring students in general education. Of the twelve Arts stream subjects, nine programs simultaneously offer both Honors and General courses, whereas rest three, namely, Geography, Kokborok, and Physical Education, offer only General courses. The total seat capacity for General Courses in Arts Stream stands at 1500 during the 2021-22 academic sessions. Because of necessity during admission, except for Honors subjects, most of the Arts Stream General subjects could admit excess students beyond the seat limits following directions given by the DHE, Tripura, and Tripura University from time to time, irrespective of space and human resource constraints.

For Commerce Streams, only Accountancy Honors are available for aspiring students with a seat limit of 40, while for General B.Com courses, the cap on seats is 100 during the session. The Science Stream of the College comprises seven departments, namely, Botany (33), Chemistry (39), Computer Science, Human Physiology (55), Mathematics (28), Physics (39), and Zoology (33), catering to the needs of aspirants offering both Honors and General courses except for Computer Science. The total capacity for General Science courses is limited to 150 seats (comprised of both Bio-Science and Pure Science).

The College boasts nine rank holders at the undergraduate (UG) level examination conducted by Tripura University during the last academic session. Notable among these are Psychology, Economics, Education, Political Science, and Sanskrit Departments- of which students of Psychology bagged the first three ranks, followed by the Departments of Economics and Political Science for the first two positions each. Students from the Department of Education stood Second and Third apice for the session. First Class First Gold Medalist from the College at the UG level examination conducted by Tripura University includes Purabi Chakraborty (Economics), Salka Jamatia (Political Science), and Swarup Saha (Psychology) during the session. The faculty members of the College took part in FDPs/Refreshers/Orientations during the period in online and offline mode through their initiatives.

Over time, the number of admitted students climbed from poultry 35 in 1979 to over 5584 Students during the 2022-23 academic sessions, the second-highest volume of students among 24 General Degree Colleges in Tripura. The NSM now boasts of having both Undergraduate and Post Graduate courses, in Bengali and English, under the same premise, besides introducing National Cadet Corps (NCC) as an Arts Stream subject from 2022-23 academic sessions. Despite those developments, the NSM needs considerable investment to accommodate its admitted students during full sessions. Being a front-runner in imparting education, the College lacks basic infrastructural facilities for maintaining a high volume of students at par with the other multi-stream Colleges in the State.

Facilities Available:

- One administrative building with classroom and library
- Two academic building with laboratory
- One old dilapidated building with classroom and laboratory
- Canteen building with cycle stand facility
- Classroom with 90 students capacity 01
- Classroom with 70 students capacity 10
- Classroom with 50 students capacity 09
- Class with 30 students capacity   03
- Academic buildings and college canteen are kept under CCTV surveillance
- Library with 38781 text and reference books, journals and e-journals through NLIST (INFLIBNET) and e-Granthalaya including an e-corner and copier facilities;

- ST Boys hostel (80 capacity)

- Indoor Gymnasium Facility Centre, Open field for sport;

- Solar power plant with a 5 kVA capacity

- One medicinal plant garden

- Mushroom cultivation centre, Vermi Compost generation training centre.

Aims and Objectives of NSM, Udaipur:

- To provide quality education to the aspirants at affordable cost;

- To equip students with intellectual, physical and moral developments;

- To impart equity in education irrespective of caste, color and creed;

- To become a model institute of higher learning;

- To introduce summer and winter school for school going children including College students.

- To inculcate ethical practices among students; and

- To involve students in life-long learning practices.

The College motto, that is knowledge which liberates, carries the message for all the stakeholders including students. The College also organizes blood donation camps through NSS and NCC volunteers, motor driving training for girls students, hands on training on mushroom cultivation, duck farming among others.

Chapter V
SWOT Analysis, Methodology, Inferences, Links, Strategic Plans and Action Plans

5.1: Methodology adopted SWOT Analysis:

SWOT analysis encapsulates a thorough discussion among the stakeholders (faculty members, administrative staff, librarian, and students) associated with the College. Consequently, a Committee is formed and assigned to look into each aspect of the SWOT analysis. In this regard, online Google forms are circulated to students and faculty members in particular, enlisting strengths, weaknesses, opportunities, and threats of NSM Udaipur are recorded accordingly. The compiled responses are incorporated to facilitate SWOT analysis opinions of office staff and parents form an integral part of the methodology. Besides these, Peer Team observations of the 2nd Cycle NAAC team (10-11th January 2023) have been considered (link to websites for the report). Accordingly, all the factors from each observation are listed and consolidated, keeping in mind the mission and vision of the College.

5.2: Inferences from the SWOT Analysis:

Strengths
- Dedicated and qualified faculty members with a mix of experience and youth
- Enrolment of meritorious students from neighboring districts
- Good rapport between the students and the teachers
- Ragging free campus
- Full campus under CCTV surveillance
- College has a vibrant NSS unit
- 'Indoor Sports Facilities Centre' consisting of a Yoga Centre and a Sports ground for outdoor games
- Participatory decision-making process as a part of delegation and authority and decentralization
- Skill development initiatives with revenue generation.

Weaknesses
- Serious space constraints in proportion to students' strength
- Regular faculty to students' ratio is inadequate
- Inadequate laboratory space with respect to students' strength
- Inadequate laboratory equipments
- No separate Library building

- No Auditorium for cultural activities
- Inadequate technology enabled classes as per requirements
- Play ground is not up to mark as per sports specifications
- Inadequate energy conservation mechanism
- Inadequate garbage management facility
- Inadequate sanitation
- No College Management Software to reduce administrative Human Resource Crisis
- The college does not have any girls' hostel
- The college does not have campus placement facility
- Limited research facilities
- No facility for specially abled persons; and
- No open gym for faculty and students.

Opportunity

- Feeding schools have more than 90 percent literacy rate and they can pursue their higher education at the Undergraduate and Post Graduate levels. Therefore, every existing course has very high in demand admission.
- So, there is an opportunity to expand Post Graduation courses along with different skill enhancing courses.
- Expansion of campus to increase intake capacity..
- Besides, the College is close to NH8 and has good access to the district's outlying areas;
- Vocational courses may be introduced
- Introduction of Summer and Winter Schools for school going children and College students.
- Digital facility may be enhanced.
- Most of the students coming from rural background and to increase their skill related to agriculture for lively hood generation is one of the opportunity.
- Qualified faculty members who can achieve the vision and mission enshrined.

Threats

- College faces the challenge of accommodating second highest enrolments in Tripura;
- High enrolment and inadequate permanent faculty strength pose a challenge in pursuing research and publication;
- Inadequate laboratory spaces according to student strength.
- Water purification and proper sanitation;
- Full Energy conservation and garbage management
- Livelihood generation for maximum students;
- Being a government college, funds to enhance physical infrastructure is a major challenge; and
- Less regular faculty strength with increasing number of students.

5.3: Key activities proposed in the IDP which are linked with SWOT analysis:

1. **Infrastructure Addition and Enhancements:**

   i) **New Science Building**: <mark>1st Floor: Physical Science, 2nd Floor: Bio Science</mark>

Justification:

- Intake capacity for Physics (Honours), Chemistry (Honours) and Mathematics (Honours) is 39+39+28=106. Intake capacity for Physical Science (General): 110.
- In three semesters the number of students (Physical Science): 447
- Intake capacity of Botany (H), Human Physiology (H), and Zoology (H) 33+55+33=121, Intake capacity of Bio Sc. (General): 140
- In three semester the number of students (Bio. Science): 541

If all students attend the classes it will be quite difficult to accommodate the huge number of students in the small Physical Science Building and Life Science Building. The 2nd Cycle NAAC peer team members also recommended for new science building.

   ii) **Auditorium and Library Building**: 1st Floor-Library, 2nd Floor-Auditorium, 3rd Floor-Computer Centre and Skill Development Centre

Justification: Our college doesn't have any separate library building since inception. At present the number of students in three semesters is approx. 5603. To provide reading and internet surfing facilities to all the students we need separate Library building. One of the biggest problems of NSM is lack of auditorium. To organize seminar, workshop, conference for huge number of students we don't have separate auditorium. During 2nd cycle NAAC peer team visit, peer team members also recommended for separate Library building and auditorium. In NEP-2020 there will be separate skill based subjects. Present infrastructure does not permit us to run skill based subject.

2. **Campus Improvement:**

   i) **Installation of solar system in all the building roof**
   Justification: To reduce the power cost and as a step of green campus in all the roof of the building solar plate should be installed.

   ii) **Rain Water Harvesting**
   Justification: In Chemistry and Human Physiology we use distilled water for preparation of reagents, chemicals and other laboratory purpose. We can use rain water as a substitute of distilled water if we preserve rain water. As a part of green campus initiative rain water from each building roof may be harvested.

   iii) **Establishment of 'Yoga and Wellness Centre' for students and staff**
   Justification: A separate 'Yoga Centre' for staff and students is needed. To reduce

stress and anxiety yoga is highly essential.

iv)   **Two Bio-toilets for sanitation and one toilets for Specially Abled Persons**

Justification: This proposal will resolve the major weaknesses of the College with respect to inadequate sanitation and bio-toilets will be addition of extra facilities in favour of green campus. There are no facilities for especially abled persons; therefore sanitation facility is highly essential for especially abled persons.

v)   **Construction of Semi-gallery in the play ground**
Justification: There is no provision for sitting in the college play ground. Building of gallery in the college ground is needed.

vi)   **Open Gym for Faculties and Students**
Justification: Indoor Gym facilities are available in the college which is not sufficient for huge number of students. There is no open gym facilities are available for faculties and students inside the NSM campus. To increase the fitness of faculty members and students open Gym facilities inside the campus is necessary.

3. **Academic Improvement:**

   i)   **Laboratory Equipment:** Previously UGC provided funds for laboratory equipments. But now no funding agency providing funds for laboratory equipments/glass goods/chemicals. Laboratory equipments/glass goods/chemicals for quality education and implementation of NEP-2020 are urgently needed.
   ii)   **Introduction of New Programs:** PG courses in subjects like Chemistry, Physics, Human Physiology, Botany, Zoology, History, Economics, Geography, Political Science, Education, and Commerce.
   iii)   **Skill Support: One Incubation Centre**

   iv)   **Summer and Winter School for school going and College students.**

Justification: The number of female students in the college is 47%. A large number of the female students are married and have babies. An incubation centre is necessary for those female students for breast feeding of their babies and baby care.

4. **Academic Support:**

   Installation of smart board facilities in all the class room
Justification: Inadequate technology enabled class rooms is one of the weakness of NSM. In NEP-2020 there is provision for earning of credits from MOOC courses. So, in every class room smart board with high speed internet connectivity should be installed such that they can use these facilities for MOOC course.
   i)   **Provisions for New Sitting Arrangements in the Classroom:** Bench and Desk

5. Institutional Reforms:

i)   Installation of Institutional Management Software

Justification: The number of students is increasing day by day. To manage registration, fee collection is a difficult task. Large number of faculty members involved in this process. To reduce time and resource institutional management software urgently needed.

6. **Research and Development Support**:

i)   Separate research laboratory in the new science building:

Justification: In NEP-2020 in 4th year there is a provision for major project for students. Without research laboratory the implementation of project is difficult. So, there is an urgent need of research laboratory in the new science building. Due to lack of research laboratory faculty members also unable to submit research proposal to different funding agencies.

ii)   Organizing and Attending Seminars/Workshops/FDPs/ Field Visits/ Industrial visits for faculties and students:

5.4: Specific Objectives and Expected Results of the IDP related with "Institutional strengthening in the employability and learning outcomes of graduates" (should be linked to SWOT analysis):

New Building with Laboratory facilities:

This proposal will resolve the major weaknesses of the College with respect to:

- Serious space constraints in proportion to students' strength need new building;
- Inadequate laboratory space with respect to students' strength

Auditorium with Library Facility:

This proposal will resolve the major weaknesses of the College with respect to:

- No separate Library building;
- No Auditorium for cultural activities.

Ten Technology enabled classrooms:

This proposal will resolve the major weaknesses of the College with respect to:

Inadequate technology enabled classes as per requirements.

Refurbishment of Play Ground with mini gallery for students:

This proposal will resolve the major weaknesses of the College with respect to:

Play ground is not up to mark as per sports specifications.

Two Units of 5 KV each Solar Panel:

This proposal will resolve the major weaknesses of the College with respect to:

Inadequate energy conservation mechanism.

Two Bio-toilets for Sanitation and One Toilets for Specially Abled Persons:

This proposal will resolve the major weaknesses of the College with respect to:

Inadequate sanitation; and

No facility for especially abled persons.

One Incubation Centre:

Institutional Management Software:

This proposal will resolve the major weaknesses of the College with respect to:

No College Management Software to reduce administrative Human Resource Crisis.

Open Gym for Faculties and Students:

This proposal will resolve the major weaknesses of the College with respect to:

No open gym for faculties and students inside the NSM campus.

5.4: Action Plan for Netaji Subhash Manahavidyalaya Udaipur:

1. **Infrastructure:**

- New Science Building: 1st Floor: Physical Science, 2nd Floor: Bio Science.

- Auditorium and Library Building: 1st Floor-Library, 2nd Floor-Auditorium, 3rd Floor-Computer Centre and Skill Development Centre.
-
- Installation of solar system in all the building roof.

- Installation of smart board facilities in all the class room

- Provisions for New Sitting Arrangements in the Classroom: Bench and Desk

- Construction of Semi-gallery in the play ground.

- Two Units of 5 KV each Solar Panel.

- Two Bio-toilets for Sanitation and One Toilets for Specially Abled Persons.

2. **Improving Employability of Graduates:**

- Introduction of Vocational Courses/ Crash courses;

- Imparting hands on training on Vermi Compost/ Duck Farming etc.

- Communicative English for weaker sections;

- Workshops for rubber cultivation;

- DTP operation for weaker sections; and

- Short term courses on FACT and TALLY in computer based accounting.

3. **Increasing Learning Outcomes of the students:**

For routine curriculum-based activities, the College hires contractual faculties, over and above regular faculties, for the execution of the syllabus enshrined. Consequently, sessional examinations are regularly held, particularly for assessing students' subject-specific knowledge of the course curriculum. NSM further facilitates hiring visiting faculties/ subject experts to impart skill-specific information to students pursuing add-on courses at the undergraduate level. Students are assigned projects to conduct field study/lab-based study/ research work in their respective subjects. Students are also subjected to educational study tours outside the state to increase their learning outcomes.

4. **Autonomous status in two years:**

NSM Udaipur is administratively controlled by the Directorate of Higher Education, Government of Tripura and academically governed by the Tripura University since its inception. As such, it does not enjoy autonomous status and government has to take lead in this regard, which often takes more time than warranted. This eventually results in delayed decision making affecting day to day academic matters. The College with its proposed IDP and various other activities and research has placed a target in order to achieve so as to execute and to live up to

the vision and mission stated.

5. **Improving interaction with industry:**

The College aspiring to establish link with the industries particularly for enhancing employability of the students.

6. **Enhancement of Research and Consultancy Services:**

At present, the College do have any corpus funds to finance its students and faculties to perform research and consultancy services. Individual efforts from the faculties do not produce the desired result for want of inadequate funding. Promotion of consultancy services can provide much needed revenue for day to day activities of the College.

Chapter VI

Action Plan for Finishing Schools & UG/PG Programs Training Needs Analysis

6.1. Action Plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students:

To improve the academic performance of SC/ ST/ OBC/ Academically weak students the college undertakes following initiatives to increase their success rate:

- The college conducts UGC sponsored Remedial Classes in respect of SC/ ST/ OBC/ non-creamy layer and academically weak students free of cost. The remedial classes are undertaken with an aim to enable them to crack post-graduate entrance examination being conducted across the country and to reduce dropout rate.

- College offers tutorial guidance to SC/ ST/ OBC/ academically weak students and for improving their performance.

6.2: Action Plan for strengthening of PG Programs and starting new PG Program:

- The existing undergraduate Science, Commerce and Arts Programs needs to be further developed and expanded. The numbers of feeder higher secondary schools have more than satiated the supply of aspiring students. Only a fraction of the applicants can be absorbed due to space, facilities and teacher constraints. Hence an academic reform as well as an infrastructural reform as mentioned before needs to be adopted in order to meet the growing demands of the prospective students.

- The Science and Commerce Streams are fast becoming one of the most important streams in which various students are desperately looking for admissions into. The number of students graduating from Higher Secondary schools are vast and the limited intake of the Science stream have pushed many students to either migrate to more expensive and distant educational institutions. In this sense new Model Degree in the form of Science and Commerce streams need to be implemented.

- A new academic block for a Science Stream will enable the College to provide quality education to more students of the region that have been deprived of this opportunity for too long.

6.3. Summary of Training Need Analysis: Faculty Development Plan for the first 18 months for improving their teaching, subject area and research competence based on Training Need Analysis in the following areas:

As per the University Grants Commission for CAS of faculty guidelines, it is mandatory that each faculty member undergoes Orientation and Refresher Courses in order to orientate and refresh their skills and developments in their respective subjects and teaching pedagogy. The College encourages and facilitates their faculty to undergo such courses. A brief outline of various activities carried out by the College are:

- Basic and Advanced Pedagogy
- Subject/ domain knowledge advancement
- Attendance in activities such as workshops, seminars
- Improvement in faculty qualifications
- Improving research capabilities

6.4. Summary of Training Need Analysis carried out: In order to establish NSM Udaipur as a center of Excellence and faculty of high quality as well as to conduct research of international standard, Training Need Analysis (TNA) was carried out to determine the parameters against which the training needs of all the stakeholders are to be identified. The training topics were identified based on the SWOT analysis as well as individual, departmental and institutional requirements. The type of training programs includes Basic and Advanced Pedagogy, Subject/ domain knowledge advancement, attendance in activities such as workshops, seminars etc., Improvement in faculty qualifications, Improving research capabilities. Considering the above five criterions, the following areas identified for training:

- Teaching methodology
- Competence and Professional Development
- Training Methods

- Subject Up-gradation
- Management Training
- Skills Development i.e. Personality development, Communication skill development, Problem solving skills.

6.5. Summarized Training Need Analysis for faculty members:

- Both on the job and off-the job training is a prerequisite in concerned subjects for faculties in every second year of service.

- On the job training can be achieved through organizing seminars/workshops/FDPs at the College.

- Off the job training can be achieved through sponsored participation in seminars/workshops/FDPs organized by the competent authorities like UGC Human Resource Centres of respective Universities/ Colleges.

- Moreover, non-teaching staff manning library/ laboratories are being provided with basic training skills. The librarian and other staff are being deputed for attending trainings in library and office automation, etc. The college proposes to hold short term training programs for laboratory supporting staff to enhance their skills in handling laboratory equipment/ machines. The college also proposes to train supporting staff of some departments in DTP & Networking programs.

6.6. Improvement in Basic and advanced pedagogy:

The College regularly updates its faculties for improvement of teaching learning process. These include:

- **Subject/ Domain Knowledge enhancement**: The faculty is being deputed for a UGC Sponsored refresher/ orientation courses periodically to improve their knowledge base within their domain. Besides these faculty members are being encouraged to participate in workshops/seminars/ science congress.

- **Improvement in faculty qualifications**: The faculty members are deputed for improving their qualification under FIP (Faculty Improvement Program) of UGC.

- **Modern Teaching Ambience**: Providing of smart boards, LCD Projectors, laptops, Broadband internet facility under (Govt. of India, NME Scheme) with adequate power backup facility. These facilities have enabled all the stakeholders including faculty and students to have access with the latest materials they need in day-to-day life.

- **Improving research capability:** The faculty members are constantly in touch with the research projects and are inculcating research capability among the students. Minor & Major research projects are submitted to the UGC for approval and financial support. The college ensures every support to researchers for accomplishing their research projects.

6.7. Provide an action plan for training technical and other staff in functional areas.

Action Plan for training for staff in functional areas:

The action plan for administrative staff involve training in functional areas, management, account matters and personality development to administrative staff from IV grade staff to senior level administrative staff through government agencies.

.
The main objectives are:
- To motivate administrative staff by providing life skill training

- To provide managerial training to all the staff.

- To provide training on Library automation to the staff of our Library

- To provide training on Office automation to all the administrative staff

Chapter VII
Coherence & Relevance of IDP with State CFI'S participation of departments IDP Arrangement project monitoring unit

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

Gross enrollment, particularly in higher education, contributes to the development of human capital within a country. A well-educated and skilled workforce can enhance productivity, innovation, and efficiency, which can ultimately have a positive impact on economic growth and GDP. The proposal identified the key challenges or gaps in the institution which are the main obstacle to promote well-educated and skilled workforce. Tripura's economic development plan includes Agro-based industries, Tourism, Handicraft and Handloom, Bamboo Industry, Information Technology and Communication, Skill Development and Entrepreneurship, Industrial Promotion etc.

- Agro-based development we shall trained our students on vermi compost generation, bio-flock training, mushroom cultivation, food processing etc. and we proposed fund for organizing such training.
- To increase IT skill we proposed a separate computer laboratory
- We shall provide computer hard ware training to our students
- We shall provide facilities to the students such that they can participate MOOC training, SWAYAM training etc.

7.2. Participation of departments/ faculty in the IDP preparation: The Institutional Development Proposal of NSM Udaipur is a result of a team work and series of sessions wherein the faculty and staff members of the institute have a significant role. The coordinator of the program prepared this report with the assistance from the principal and other staff members. There are nodal officers along with the principal and coordinators who ensured that the data and proposals are in line with the Institutional Development Plan.

7.3. Institutional Project implementation arrangement: The College has taken up necessary action in preparing IDP by constituting the Project Monitoring Unit with the Principal as the head. A senior faculty member, RUSA Institutional Coordinator as Secretary, Nodal Officers and the Heads of all the departments as members of the committee. The project will be managed and implemented by the Project Monitoring Unit.

Chapter VIII
INSTITUTIONAL PROJECT BUDGET TARGET AGAINSTS DELIVERABLES

Budget (Approximate)

Sl No	Activities	Project Allocation (Rs)
01	Infrastructure Addition and Enhancements:	
	New Science Building:	**10 Crores**
	Auditorium and Library Building:	**6 Crores**
02	Campus Improvement:	
	Installation of solar system in all the building roof	**10 Lakhs**
	Rain Water Harvesting	**5 Lakhs**
	Establishment of 'Yoga and Wellness Centre' for students and staff.	**5 Lakhs**
	Two Bio-toilets for sanitation and one toilets for Specially Abled Persons.	**1 Lakh**
	Construction of Semi-gallery in the play ground	**1 Crore**
	Open Gym for Faculties and Students.	**10 Lakhs**
3.	Academic Improvement:	
	Laboratory Equipments/Glass Goods/Chemicals	**50 Lakhs**
	Introduction of PG courses	**5 Lakhs**
	Skill Support: One Incubation Centre.	**10 Lakhs**
	Summer and Winter Schools	**5 Lakhs**
4.	Academic Support:	
	Installation of smart board facilities in all the class room.	**20 Lakhs**
	Provisions for New Sitting Arrangements in the Classroom: Bench and Desk.	**10 Lakhs**
5.	Institutional Reforms:	
	Installation of Institutional Management Software.	**4 Lakhs**
6.	Research and Development Support:	
	Separate research laboratory in the new science building.	**10 Lakhs**
	Equipments	**10 Lakhs**
	Organizing and Attending Seminars/Workshops/FDPs/ Field Visits/ Industrial visits for faculties and students.	**5 Lakhs**
7.	Others:	**20 Lakhs**
	Grand Total	**18.80 Crores**

CHAPTER IX
PROJECT TARGETS FOR INSTITUTION EVALUATION OF IDP PROPOSAL

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

Towards fulfilling the long aspirations of the people of Gomati district and its surrounding neighbors who could not afford to move to other places for further studies in higher education, NSM Udaipur was established in 1979 as a degree College offering Honors undergraduate courses in Arts, Science and Commerce. The college has distinction of being one of the few institutions in erstwhile South Tripura offering Honors degree courses in Science, Commerce and Arts.

- The College is fully committed in implementing this Project, achieving its specific objectives and actions and in reaching the expected result within the Project period.
- The Institution will provide the necessary intellectual and material resources to sustain research and innovative activities even after the completion of the Project.
- The Institution will take necessary measure of maintenance of equipment and facility centers, infrastructure, etc. after the Project phase.
- The College is committed to continue all collaborative programs even after the closing of the Project.
- All the reformation measures will be embedded in the Systems.
- After closure of the Projects, the Institute will support the necessary operational cost to assure quality academic services to the students.
- The Project grant along with other grants from UGC/ State Government/ NEC etc. might infuse the self-sustaining ability to the Institution in order to get rid of weaknesses and threats, making use of opportunities and transform those areas to its strength.

9.1. Evaluation of Institutional Development Proposals (IDP):

Sl No	Evaluation Parameters	Marks
01	**Institutional Preparedness and Implementation Feasibility:**	
	A. Clarity of institutional basic information including baseline data.	05
	B. Overall proposal implementation feasibility:	
	1. Clarity in the identification of general development objectives, related specific objectives, their expected results, and its coherence with SWOT analysis.	05
	2. Have the key activities been identified clearly and adequately for each specific objective.	05
	3. Adequacy of the Institutional Project Implementation arrangements.	05
	C. Quality of SWOT analysis	
	1. Appropriateness for the procedure adopted for the conduct of SWOT analysis and adequacy of participation of stakeholders.	05
	2. Clarity in the identification of strengths, weaknesses, opportunities and threats.	05
	D. Coherence of proposal with State's/regional development plan.	05
	E. Reasonability of proposed budget.	05
	Sub-total	40
02	**Clarity and quality of the Action plans for:**	
	F. Scaling-up research and innovation.	
	1. Quality of action plan for quantitatively increasing and qualitatively improving research activities.	05
	2. Quality of action plan to transfer technology and for commercialization of R&D (the innovation agenda).	05
	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
	I. Research collaborative activities with Institution at National and International level.	
	1. Identification of options to improve and increase research collaborations at National and International levels.	05
	2. Clarity in identification of expected quality enhancement in Masters and doctoral programmes and faculty research.	05
	J. Potential impact and depth of proposed industry collaboration.	05
	K. Faculty development including pedagogical training to:	
	1. Develop faculty/technical staff in subject domain.	05
	2. Improve pedagogical skills of faculty for better student learning.	05
	L. Identification of weak students and for improvement in their learning outcomes through finishing school.	05
	Sub-total	60
	Total 1 + 2	100

Annexure I: Link for Google forms: