



Internal Quality Assurance Cell Salipur Autonomous College, Salipur ACADEMIC ADMINISTRATIVE AUDIT-2018-19

Academic-Administrative Audit of Departments is an essential component of quality enhancement in Higher Education Institutions. In fact, the IQAC meeting held on 19th December 2018 had mooted this very novel initiative to be taken up immediately. Consequently, the IQAC of Salipur Autonomous College constituted a team of experienced faculty as well as well-known academicians and educational administrators of the state as external members to conduct the Audit. The audit team was divided as per domain expertise into four groups, namely, Commerce, Language, Social Science and Science. A common format for collecting baseline information was prepared by IQAC and provided to the teams visiting the Departments **(Refer Annexure-1)**.

Schedule :-

As per the decision made in the IQAC meeting, the academic audit was done over a period of three days, i.e., from 14.2.19 to 16.2.19
The details are given below :

Subject	Date	Time
1. Botany	14.2.2019	12.15 p.m. – 1.00 p.m.
2. Chemistry	-do-	1.00 p.m. – 1.45 p.m.
3. Mathematics	-do-	1.45 p.m. – 2.30 p.m.
4. Commerce	-do-	12.15 p.m. -1.00 p.m.
5. Education	-do-	1.45 p.m. – 2.30 p.m.
6. Economics	-do-	1.00 p.m. – 1.45 p.m.
7. English	-do-	11.30 a.m. -12.15 p.m.
8. Odia	-do-	12.15 p.m. – 1.00 p.m.
9. Sanskrit	-do-	1.45 p.m. – 2.30 p.m.
10. History	15.2.2019	12.15 p.m. – 1.00 p.m.
11. Physics	-do-	12.15 p.m. – 1.00 p.m.
12. Statistics	-do-	1.00 p.m. – 1.45 p.m.
13. Zoology	-do-	1.45 p.m. – 2.30 p.m.
14. Philosophy	16.2.2019	11.30 a.m. – 12.15 p.m.
15. Pol. Science	-do-	12.15 p.m. – 1.00 p.m.
16. Sociology	-do-	1.45 p.m. – 2.30 p.m.
17. Home Science	-do-	2.45 p – 4.00 p.m.

TEAM MEMBERS:

For its smooth functioning, the audit team was divided into four groups comprising experienced Faculty members as well as well-known academicians of the state as external members to conduct the audit.

A- Internal Members of SOCIAL SCIENCE Team for Academic Audit :

1. Mrs Snehalata Patra, Asso. Professor & HOD, History (Team Leader
2. Dr Prabasini Devi, Reader & HOD, Education
3. Mrs Snehalata Mohanty, Reader and HOD, Home Science

External Members:

1. Prof.(Dr.) Ranjan Kumar Bal, Former P.G.Council Chairman, Utkal University
2. Mr Akshya Ku. Das, Ex-Principal, Salipur Auto. College, Salipur

B- College Internal Members of SCIENCE Team for Academic Audit:

1. Mrs Prakashini Roy, HOD & Associate Professor of Chemistry
2. Mr Prasanna Jena Reader & HOD of Physics
3. Dr. Swati Panda, Reader in Zoology

External Members :

1. Prof(Dr) Sharat Kumar Palita, Professor of Biodiversity & Conservation of Natural
2. Major Manjushree Pati, Principal, Nayagarh Autonomous College, Nayagarh

C- Internal Members of LANGUAGE Team for Academic Audit:

1. Prof Umakanta Panda, Associate Professor and HOD. English, SAC
2. Mrs Jyotsnarani Rath, HOD & Reader of Sanskrit, Salipur Auto College
3. Dr. Susamarani Kar, HOD of Odia, Salipur Auto. College

External Members :

1. Dr. Rajendra Kumar Mohanty, Retd. Retd. Principal Salipur Autonomous College, Salipur
2. Dr. Bijayananda Singh, Retd. Asso. Prof., Salipur. Autonomous College, Salipur

D- Internal Members of COMMERCE Team for Academic Audit:

1. Mr Bijay Kumar Jena, Asso Prof and HOD Commerce, Salipur Auto. College
2. Mrs Manju Das, Reader in Commerce, Salipur Auto. College, Salipur

External Members of Commerce Team for Academic Audit :

1. Prof(Dr) Jayanta K. Parida, Director, Quality Assurance Cell, KIIT University
2. Dr. Haladhar Sahu, Retd. Principal Salipur Autonomous College, Salipur,

Aims and Objectives :

1. To examine and suggest revisions in the vision and mission of the Departments.
2. To collect primary baseline data regarding academic eco-system of the respective Department.
3. To interact with the faculty regarding strengths, weaknesses, challenges and achievements of the Department.
4. To explore and assess the research potentials and suggest areas that could be taken up for research by faculty in the coming sessions..
5. To suggest ways and means of introducing innovations in the teaching-learning process as well as capacity building among stakeholders.
6. To make necessary preparation for making use of World Bank-assisted finance.

Methodology :

- After thread bare discussion among the team members, the information sheets furnished by the departments, priorities of the audit were determined. Detailed discussions with the faculty of the department about all aspects of academics and other allied activities were made.
- All the records pertaining to both curricular and extra-curricular activities were examined to find out the sufficiency and deficiency in academic management and accordingly suggestions were made to upgrade the delivery mechanism of the departments. Facilities showcasing the teachers' and students' activities like Wall Magazine, Seminar Bulletins, Annual Reports and Activities
- Albums were accessed and duly analyzed to evaluate the quality of teaching- learning.
- Vision, Mission and Action Plan of the departments were assessed as a very important facet of the audit system to work upon them for formulating a larger Action Plan for Salipur Autonomous College.

SIGNIFICANT FINDINGS :

The findings of the Academic Audit is reflected Department-wise as follows :-

SOCIAL SCIENCE DEPARTMENTS

(1) **Education** :-There are four regular faculty members in the department to cater to the needs of +3 Degree teaching. Two faculty members are Ph.D. degree holders and have been taking keen interest in guiding research for award of Ph.D. degree. They also take keen interest to participate in different seminars, workshops and to deliver extra-mural lecturers. One faculty member attended a 3-day workshop on “Research methodology” organized by different HEIs. The department has invited academicians from the field of Education to deliver extra-mural lectures. The students’ feedback on the institution in general and the department in particular is excellent. It seems that result of the department is very good. All the girl students have completed self-defence training programme. Seven students have participated in state-level seminars and their abstracts have been published. The department organized a State Level Seminar on 19th November 2018.

. The number of books and journals in the departmental library is upto the mark. However, the faculty members may be encouraged to undertake Major/Minor Research Projects and publish books for extending the frontiers of knowledge in Education. The Departmental activities and their documentation will set models for other departments in social science to follow. The department is keen to open a P.G. Course in Education which must be encouraged. (Refer Annexure-1).

(2) **Economics** :-There are four regular faculties and one guest faculty in the department for engaging +3 Degree classes. All the faculty members participate in seminars, symposia, workshops and training programmes. Three of the faculty members are actively engaged in curricular and academic pursuits. However, the teaching staff may be encouraged to take Minor/Major Research Projects and to be actively engaged in research and publications of books and journals. The students of the department are active in participating in NCC, NSS and YRC activities. Their academic performance is satisfactory. There are good numbers of books in the seminar to cater to the needs of the students (Annexure-2).

(3) **History** :-The History department has two regular members of the teaching faculty and one guest faculty, They are engaged in both teaching and extension

activities. Students' performance is satisfactory and their feedback is equally good. Teacher participation in seminar activities is unsatisfactory and in the current year in collaboration with philosophy Department, had organized a State-Level seminar on 'State Achieves'. The seminar library is moderately equipped and needs improvement with original texts, reference books and journals. Greater focus has to be made by the teachers for research activities like publication and for Ph.D. The faculty members are to be motivated for applying for Major/Minor Research Projects. **The department is keen to open P.G. Courses in History which is a welcome sign (Refer Annexure- 3).**

(4) Philosophy :- The department has two sanctioned posts but is being managed by one regular faculty being assisted by one guest faculty teacher. However, the department is vibrant in academic activities like teaching, research and organizing seminar and periodical lecture programme. The single faculty member is actively engaged in seminar activities and has been instrumental in participating in International, National and State-level seminars at different places. As a part of extension activities, the lone member of teaching staff has participated in a workshop on "Quality Improvement of Higher Education and the role of college teachers" organized by the department of Higher Education, Government of Odisha. The faculty members participated International seminars during the session. However, the seminar Library does not have adequate number of books and needs further improvement along with journals. Their intention to open **P.G. Course in "Applied Philosophy"** needs encouragement at the appropriate levels. The faculty members need to apply for Minor/Major Research Project and to pursue for Ph.D. in the academic interest of the students and teachers of the department **(Refer Annexure-4).**

(5) Political Science: - The department is with 3 regular faculty members and one guest faculty. One of them has been awarded Ph.D. degree and are engaged in teaching Honours students at Degree level. Student participation in seminar activities is satisfactory. The faculty members are also active in participation in seminars and workshops at the state-level. As a part of Faculty Improvement Programme they have also organized a number of extra-mural lectures. Students are encouraged to update their subject-specific knowledge through online and internet. Their performance is good. The seminar library is moderately equipped and needs more number of original texts, reference books and Journals.

However, the faculty members are to be encouraged for undertaking Minor/Major Research Project and extension activities like organizing Training Centers on local self-government, Good Governance, Voluntarism etc in collaboration with NGO's. In their action plan, they intend to open P.G. Courses in Political Science and Public Administration which should be encouraged (ReferAnnexure-5).

- (6) **Sociology:** - The Sociology Department is being run by three regular faculty member and two guest faculties. One faculty member is with Ph.D. and other research publications It is an uphill task for a the faculties to manage both UG and PG (MSW) by the faculties. There are a good number of students opting for Sociology in Honours classes at the Degree level with a high ambition and keen desire to pursue higher studies in Sociology. It will not be out of place to mention that the cream of students of social sciences opt for sociology honours. The Department has organized a state level seminar in collaboration with Philosophy Department. The department has less number of books in the seminar Library which needs to be enhanced along with journals.. The student feed-back on quality of teaching in the department is very good. Students of the department bring repute to the department not only in the field of academics but also in the field of games and sports, dance and debate competitions. The girl students have also taken self-defense training programme. The department organizes extra-mural lectures by inviting scholars of sociology. However, the faculty members may be encouraged to apply for Minor/Major Research Projects and to pursue Ph.D.in the interest of the department.

In their action plan, they have suggested to encourage students to go for internship in different NGOs during summer/ puja vacation for skill development. This is a novel idea and must be encouraged by providing necessary support like funding, liaisoning with NGOs subject to the approval of the government (ReferAnnexure-6).

(7)Home Science :-There one regular faculty member with two guest faculties in the department to carter to the needs of +3 Degree teaching.. The faculties take also take keen interest to participate in different seminars, workshops and to deliver extra-mural lecturers. One faculty member has attended a workshop on

“Research methodology” organized by one HEIs. The department has invited academicians from the field of ‘Food Nutrition’ to deliver extra-mural lectures. The students’ feedback on the institution in general and the department in particular is excellent. All the girl students have completed self-defence training programme. The practical laboratory seems to inadequate to manage huge students. The number of books and journals in the departmental library is upto the mark. However, the faculty members may be encouraged to pursue Ph.D. and to undertake Major/Minor Research Projects and publish books for extending the frontiers of knowledge in Education. **(Annexure-7)**

SCIENCE DEPARTMENTS

- (8) **Botany** :The department is full-fledged with five regular faculty members who are highly qualified and richly experienced to handle the extra rigors in respect of teaching in CBCS mode. Five Faculties including one member of the faculty with Ph.D. is actively engaged in research publications. Oneteacher Mrs Jayanti Parija has attended and presented his research paper in a National Seminar and she has been awarded with Rajeeb Gandhi Award for NSS activities. Students of the department write regularly for the wall magazineA major number of participation is from this Department in NSS Girls wing. While a good number of girl students participate in self-defense training programme, equally a very high percentage of students pass out with first class in the final degree examinations. The department has a well-stocked seminar library which caters to the academic need of the students .The laboratory is well-equipped and well-maintained but lack of full-time demonstrators really hampers the practical teaching and laboratory management. Feedback by students on teaching-learning is quite good while their concern for better sporting and medical facilities are to be addressed by the authorities. More number of extramural lectures by renowned scientists should be organized for better exposure of the students to the current trends in biosciences. Members of the faculty should apply for minor/major research projects for better research engagements and attend more number of seminars for updating their knowledge in the current developments in their fields. Micro farming for some profit crop like mushroom is being undertaken to impart hands-on knowledge to the students and may be taken up as an extension activity too (ReferAnnexure-8).

(9) **Chemistry** :It is a full-fledged department in all respects, with seven members of faculty, full strength of non-teaching staff and adequate infrastructural facilities. Two members of faculty have recently published in peer-reviewed journals while others have no publications to their credit, which tells upon the research output of the department and which should be improved upon. More number of teachers should apply for Minor and Major projects, which would definitely enhance the research activities of the college as a whole. Members of the faculty regularly attend seminars and symposium held inside and outside the state. One teacher DrAsit Parija Ex-Secretary Odisha Chemistry Association has attended and presented his research paper in a National Seminar. The laboratory is a well-equipped one with very experienced staff to cater to the needs of the students for better practical education. The Department is having a research laboratory and it has a record of producing successful Ph.D scholars. It has acquired costly equipments like UV Spectrophotometer, which have become essential after the implementation of CBCS syllabus. The Department is also publishing a Magazine “ The Carbon” annually which speaks about the academic transmission and grooming of the students. The department possesses a well-stocked seminar library which actively issues books to the students which could have been better used if issued to the needy ones on the basis of merit cum means. Although the department holds extramural lectures in the inaugural session of the seminar by inviting renowned scientists from IIT and NISER, the events should be more frequent and at regular interval which would be highly beneficial for the academic growth as well as intellectual development of the staff as well as the students. The idea of forming an ‘ Incubation Centre ‘ as stated in the vision and mission of the Department, by roping in the top 15% of the students, is an excellent one and should be planned and executed effectively. Some sort of tie-ups or collaboration with local industries and Pharmaceutical Institutes may be planned for working on low cost projects on environment management, green reactions with applications etc. which would add impetus to social outreach initiatives by the Department. It is learned in the course of the audit that a good number of students attend summer internship programs in very renowned institutes which is really very encouraging and it is suggested that more and more number of students are encouraged for such programs (Refer Annexure-9).

(10) **Mathematics** :Although an important department, but it lacks adequate infrastructure as well as number of teaching staff. It has five regular teachers and one is qualified with M.Phil and Ph.D..Taking into account the load of CBCS course of studies, teaching and learning in mathematics is highly encouraging .All the regular faculty are highly experienced but seem to have less drive for engagement in research, which should be given a close look by the teachers for better academic output. Very bright students are admitted into the course and are constantly nourished for further growth in curricular and extracurricular activities through seminar assignments and regular career counseling. It is heartening to learn that a good number of students get admission to PG courses in reputed institutes like IITs and other renowned universities and the department boasts of 'Topper in Science' in the final degree examinations at regular intervals. The department has a seminar library with good number of books, which are issued to the students regularly. But finding a large number of books which remain unused, it is suggested that more number of books be issued to the needy students and more number of books and journals relevant to CBCS be procured for better academic transactions. Students' feedback on teaching and learning is quite encouraging but due to lack of extramural lectures, the students get deprived of exposure as well as scope for updating their knowledge on current developments in mathematical science. Thus, it is suggested that extramural lectures be organized at regular intervals and students should be encouraged to undertake summer internship programs. A full-fledged mathematical laboratory should be developed for imparting lessons in a more meaningful way and the authorities may provide funds for the same. It is suggested that members of the faculty should contribute articles to peer-reviewed journals with continuous updating of knowledge by attending seminars and symposia. It is learned in the course of the audit that a good number of students attend summer internship programs in very renowned institutes which is really very encouraging and it is suggested that more and more number of students are encouraged for such programs. Considering the demand of quality education for PG course in mathematics, the department has rightly proposed to open PG course in the college which should be seriously contemplated by the authorities to move a proposal to the appropriate bodies (ReferAnnexure-10).

(11) **Physics** : There are four numbers of regular faculty and adequate number of non-teaching staff to manage teaching and learning process in the department. The faculty consists of young and experienced teachers with high qualification, who very efficiently impart lessons to the brightest of the students of the college, admitted to this course. The department organizes state-level seminars to which very eminent physicists from reputed institutes are invited with active participation of the staff and the students. The laboratory is a well-maintained and well-equipped one with highly efficient staff, which adopts very modern approach in imparting practical lessons. Although full to the capacity, research output is not up to the mark and thus it is suggested that members of the faculty stay more engaged in research and publications as a result of which the department with brightest of students could serve the students and the scientific community as a whole in the best possible manner. The young faculty should be more oriented in applying for minor/major research projects to UGC, CSIR and DST by which there would be continuous efforts in pursuance of research and publications. Teachers are found to adopt ICT methodology for teaching in theory classes and the students too make seminar presentation in ICT mode, which is really heartening. Many students attend summer internship programs at very renowned research institutes and show promise of intensive research career. The department may start low cost projects in collaboration with local industries and research institutes like Institute of Physics **(Annexure-11)**.

(12) **Statistics** :Two regular faculty with adequate number of non-teaching staff manage the department. Though well-equipped in every respect for imparting lessons in Statistics in undergraduate level, it is a matter of concern that very few number of students opt for this subject and **hence sensitization programs about prospects and promises of the subject should be held prior to admission so that more number of students may be motivated to join this course**. Although a small department with low student strength, its students participate in all the college level competitions and also in all extracurricular activities. A good number of girls have enrolled in self-defense training and cultural activities. **One faculty having Ph.D. and key interest in Research publications has potential to produce research scholars, but for which**

financial support and encouragement is needed. Practical teaching and learning suffer due to absence of proper computing systems including adequate software and hardware, which should be addressed by the authorities urgently. **It is suggested that the Central Computer Laboratory of the college may be provided with appropriate software for practical lessons in statistics.** The seminar is very active with students' presentations and meetings and has a library with good stock of books. More number of books and journals, commensurate with CBCS may be procured for better use by the students. The department in **their action plan has proposed to open self-financing course in 'Actuarial Science', feasibility of which may be studied keeping in view the demands and prospects of the course.** The Department should organize extramural lectures regularly for the benefit of the staff as well as the students, which are academically enriching also. While students should be encouraged to apply and attend summer internship programs in renowned institutes, counseling sessions for career making should be organized regularly **(Refer Annexure-12).**

- (13) Zoology :** Department of Zoology is equipped with Four regular faculty as it is managed and all are having Ph.D.s and engaged themselves in research activities. **It is learned that quite a good number of meritorious students opt for zoology as honours subject .**The seminar activities are conducted well with good participation by the students and the final year students are guided for their seminar presentations through ICT. The seminar library is very well-stocked and caters well to the need of the students and the staff as well. A huge number of books are found in the **shelves** unissued, which should be more prudently managed for better distribution amongst needy students. The feedback by students mentions about good teaching and learning in the subject while they demand better library and toilet facilities, which may be considered for improvement. It seems a disciplined Department .H.O.D guided the students in a study tour to Vitar Kanika Crocodiles Sanctuary, and supervises the project works of the final year students, which is quite laudable. Quite a good number of students participation the self-defense training programme and other extracurricular activities. Twenty-seven students have contributed articles in the Seminar Proceedings. **It is suggested that students should be sensitized about**

the summer internship programs so that more number of students attend it for exposure to current developments in research. The laboratory is well- equipped and serves the learners adequately for their practical lessons. Still it is felt that more equipment and models should be procured keeping in view the demands of CBCS curriculum. **The Department may take up low cost projects in collaboration with CIFA, CPDO, IILS, OUAT, RMRC etc., which would be of immense academic output with huge social welfare implications (ReferAnnexure-13).**

LANGUAGE DEPARTMENTS

- (14) **English** :Four regular faculty with one guest faculty are managing the department. Having one Ph.D., but all are well-equipped in every respect for imparting lessons in English in undergraduate level The team suggested modifications in the Vision and Mission statement to make it more focused on the role and function of the study of language and literature in India. The team also makes suggestions for improving the publications of the Department as they were found to be lopsided **(ReferAnnexure-14).**
- (15) **Odia**: The team suggested a positive formulation of the Vision and Mission statement, keeping in view the importance of Odia language and literature in fostering critical engagement with the regional literary and cultural tradition. Also suggest the inclusion of all details about publications and seminar participation in the format. **(ReferAnnexure-15).**
- (1) **Sanskrit** :The Sanskrit Department is being run by two regular faculty member and one guest faculty. One faculty member is with Ph.D with NET qualification. and other research publications There are a good number of students opting for Sociology in Honours classes at the Degree level with a high ambition and keen desire to pursue higher studies in Sociology. The team suggested a positive formulation of the Vision and Mission statement, keeping in view the importance of Sanskrit in exposing youth to the rich resources of Ancient India. The department organized a State Level Seminar during the session.
- (2) The Department should also work towards making Sanskrit a living language in the present time. Suggested the inclusion of all details about publications and seminar participation in the format **(ReferAnnexure-16).**

3. COMMERCE DEPARTMENT :

There are five regular and two guest faculty members in the department to cater to the needs of +3 Degree teaching PG Department of MFC. One faculty member is with Ph.D. and one with NET are taking keen interest in guiding research. The Department had also organized two UGC sponsored National Seminars in the past. The Department also organized a Work shop on Govt. Of Odisha Sponsored program They also take keen interest to participate in different seminars, workshops and to deliver extra-mural lecturers. One faculty member attended a 3-day workshop on “Research methodology” organized by different HEIs. The department has invited academicians from the field of Education to deliver extra-mural lectures. The students’ feedback on the institution in general and the department in particular is excellent After examining the records submitted by the Department and interacting with the faculty members, the team has the following Observations & Recommendations for the Commerce Department. **(Annexure-17)**

1. **Research Work :Major and Minor research project undertaken by the faculty members is nil. Similarly research publications by faculty is nil. This is a matter of great concern.** On enquiry, faculty members opined that since staff members are less in number, they are mostly engaged in classroom teaching and they are over burdened.

Suggestion :(i) Still faculty members should take the benefit of various schemes and **financial assistance given by U.G.C./ICSSR for undertaking major and minor Research Projects** which will benefit them in their career advancement.
(ii) They should also aim at publication in tier I journals out of their work.

2. At present, class room teaching is confined to the faculty members and non-professional guest faculty members. Professionals from different fields have not been involved either in seminar or workshops.

Suggestions:

- a For effective and practical teaching, **professionals and leading entrepreneurs should be involved more in seminars and workshops.** These benefits are not available to the students in general class teachings/private coaching classes.
- b. The first batch of B.Com students of BJB College, Bhubaneswar passed in the year 1980. **Many of them are professionally qualified like**

chartered accountants, cost accountants, MBAs, leading lawyers and are highly placed. Hence, students' database from the year 1980 would be very useful. The department should take the initiative in this regard.

- c. For effective and practical teaching, the old students having professional qualifications be involved. For this, such students will be very glad to spend some time in their old college with youngsters. The cost of inviting professionals will be nil. Rather they shall be happy to donate something for the department.
- d. The Board of studies should be reconstituted with fifty percent professional participation from nearby professional Institutes like XIMB, CA Institute of Bhubaneswar chapter, Institute of cost and management accountants, Bhubaneswar chapter etc.

3. Involvement of students

This time, we had no scope to interact with students while conducting academic audit.

Suggestion:

1. From next academic Audit, **student representatives having good academic career should also be involved in the matter of Academic audit.** They too can contribute good suggestions for academic improvement.
2. **An idea of incubator for the students under the World-Bank** assisted programme be implemented. This will facilitate the students to bring out new ideas/ concepts like developing new accounting software for specific applications, product quality improvement, survey and suggestions for marketing improvement, stock market strategies etc.
3. **Summer internship programmes may be arranged for some good and dynamic students in organizations like NALCO, GRIDCO, OMC, TATA Steel (Kalinga Nagar), etc.**

4. Pattern of Examination:

The existing pattern of examination is of traditional type.

Suggestion :

1. Examination reforms must be urgently undertaken towards improvement

of understanding and innovation. This will facilitate the students to join National and International Institutes of repute and face NET examinations.

2. College authorities may motivate the students for reading original texts and reference books for facing the above-mentioned examinations.

5. Other Suggestions:

1. The Department should take the initiative in the good running of MFC(Finance and Control) predictability with the assistance of external guest faculty .At present, there are only two teaching members in the department. Out of them one is from Economics back ground and no one is from finance back ground. **Unless new postings are made, there will be serious dislocations.**

GENERAL OBSERVATIONS AND RECOMMENDATIONS :-

The following suggestions by the Academic Audit team may be given due consideration by the authorities for promoting academic excellence since Salipur Autonomous College is one of the premier Institute of Higher Education of the State imparting quality education to rural and poor people of odisha at a low cost.

- (1) Greater response by the teachers in pursuit of research activities and **publication in different journals** of national and international repute.
- (2) Encouragement of seminar activities among students for in-depth study on subject-specific course along with teacher-participation and guidance; Provision for extra-mural lectures during seminar; more impetus may be given to organize National **State-Level-Seminars** with the support of UGC/ICSSR.
- (3) Arrangement of **remedial classes**, doubt-clearing classes for students may be undertaken at least once aweek.
- (4) Opening up of a “**Career Counselling Cell**” in each department under the guidance of a teacher to facilitate student awareness on career prospects in addition to general counselling for the students.
- (5) Strengthening of **proctorial activities** to strengthen student-teacher interaction.

- (6) Arrangement of **parent-teacher meeting** regularly after each mid- semester and semester-end exam. Student feedback to parents and parent-teacher interaction for students' welfare must receive prime attention.
- (7) Preparation of a **Student Database** for pass-out students, maintenance of an alumni Directory, strengthening of **Alumni Association** for greater involvement of the old students in promoting academic and infrastructural development of the College.
- (8) Regular **departmental teachers meeting** at least once in a month to review the academic and extra-curricular performance of the student. Organizing of **workshops for teachers** to update their student-specific- knowledge with the help of financial assistance of the Govt., Inter-Govt. Agencies, UGC, ICPR, ICSSR, Alumni and Corporate Houses.
- (9) Facilities of Field Visit, **Study Tour** on relevant subjects to improve the academic excellence of students and teachers.
- (10) Liberal funding of the department seminar by the Govt. or other agencies for the purchase of original texts, reference books and journals.
Creation of a **seminar fund** with a corpus amount not less than Rs.50,000/- (Rupees Fifty thousand) only per annum for every department with stipulation to procure original books, reference materials and journals.
- (11) Promotion of **ICT based teaching-learning** by teachers, students to facilitate access to recent literature on the subject online. Steps may be taken for the purchase of different ICT equipments and gadgets along with training programme for operating them. The existing Wi-Fi arrangement shall enable the above requirement.
- (12) A special **Women Counselling Centre** should be established for greater access and understanding of the problems of girl students in tune, with the government policy of accelerating women's education at higher level.
- (13) Encouraging **students' feedback** of the department or institution on regular basis.
- (14) Emphasis on **Students' Recreation Centers** like indoor games, canteen facilities, reading rooms so that students can utilize their leisure time in a fruitful manner.
- (15) Greater facilities for sports and games (outdoor/indoor), **gymnasium**

facilities and **Yoga-Instructions periodically** round the year; Govt. & UGC may be moved in this direction.

- (16) Introduction of Courses on **Human Rights, Environmental Ethics and Yoga** may be imparted to students at least once a week to facilitate **holistic development** of the students.
- (17) Complete **digitization of the Library** and access online to books, study materials in the library; for introduction of online courses on skill development involvement of different stakeholders/Alumni/Parents/Corporate House etc may be encouraged under Govt approval. Considering Salipur Autonomous College to be a centre of excellence in the future, steps may be taken to **introduce P.G. Courses** with plan for **M.Phil/Ph.D. programme** in the future, subject to serious attention for filling up of vacant posts. If need be, retired persons with necessary qualification and experience may be co-opted as a temporary measure in this regard.
- (18) **Institution of Awards** (Running shields with certificates) to students with exceptional academic excellence and excellence in extra-curricular activities of the College along with the Best Student in each Department. Yearly publication of their names in the Students' Directory/College Calendar shall motivate others in the future. The College authorities must take due note of it.
- (19) Creation of non-teaching staff/office staff/support-staff must also be given due merit and consideration.
- (20) The central library to provide e-connectivity to departments as well as library premises. Library should initiate steps towards expanding e-journal and book base.
- (21) Quantum of funded research by faculty must improve drastically. Theme-based interaction meetings for generation of minor research proposals to be conducted by IQAC. Adequate governance measures may be taken towards achieving this.
- (22) Science departments must create a student innovation centre for students to create and build on ideas.
- (23) Examination and curricular reforms must be initiated to improve the standard of students.

SUMMARY RECOMMENDATIONS

Basing upon the findings of the Academic Audit, the following recommendations are suggested by the IQAC :

1. For the purpose of quality enhancement the library should be updated with sufficient number of CBCS-based books.
2. For managing practical component of CBCS syllabus the Laboratories should be properly equipped with appropriate Laboratory equipments.
3. Capacity-building programme should be organized for orienting faculty members on CBCS syllabus.
4. Effective steps must be taken for creation of new posts in different subjects taking into consideration the CBCS workload.
5. Taking into consideration the proposal of converting Salipur Autonomous College into Unitary University, steps may be taken to introduce P.G. Courses in subjects like English, Education, Commerce , Political Science, Economics , Physics, Chemistry, Sociology and Sanskrit,
6. Teacher-Pupil Ratio should be maintained properly by filling up of vacant posts in subjects like Odia, English, Economics, Commerce, Mathematics, Zoology, Political Science, History and Philosophy.

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