



# SARIYA COLLEGE, SURIYA

Suriya, Giridih, Jharkhand, 825320



A Permanent affiliated unit of Vinoba Bhave University, Hazaribag

Registered under 2(f) & 12(b) UGC Act.

Accredited by NAAC

ISO certified 9001:2015

## Institutional Development Plan



Submitted by  
**Dr. Santosh Kumar Lal**  
Principal

Submitted to

**PM-USHA (RUSA)**  
Govt. of Jharkhand, Ranchi  
Through: V.B.U., H. Bag

Academic year 2023 -2024 to 2038-2039

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## *Introduction of College*

Sariya College, Suriya a NAAC Accredited college under RAF, premier institution for Co-education at Suriya, Giridih District in the State of Jharkhand. It is a Permanently Affiliated to Vinoba Bhave University, Hazaribag. It was founded in the year 1984 with an aim to impart higher education to the rural students. The dreams of the poor students who are deprived of higher education have been translated into reality by this glorious institution. Our College caters to the academic and professional needs of boys & girls not only from Suriya but also from adjoining rural areas and nearby states.

The college initially started functioning with only 14 students in the Arts and Commerce Stream and had few teaching staffs. The State Govt. and the university provided temporary affiliation in Arts and Commerce faculties from the session 1984-85 then from the session 2011-14 the State Govt. and Vinoba Bhave University, Hazaribag provided Permanent Affiliation to the college in the faculty of Arts (General), and Commerce up to Honours & General level. From 201-17 session, college got permanent affiliation in Sociology, Political Science, Hindi and English. From session 2023-27 college got newly affiliation in Physics, Botany, Zoology and Mathematics. College has permission of running six months certificate course in Yoga and Tally Prime & GST. We have a study center of Jharkhand State Open University, Ranchi. Sariya College is registered under society registration act-1860 and is also registered under section 2(f) and 12(B) of UGC Act, 1956 of Govt. of India. The college is certified by ISO 9001:2015.

The college has earned the reputation of being one of the leading multi-disciplinary institutions in the state in a very short span of time, on of the basis of academic and extracurricular activities at university. Sariya College was inaugurated with a clear vision that it would pursue excellence and provide higher education to the people of this rural and economically deprived section. The college sensitizes its students on gender and environmental issues through its curriculum celebrating national and international days organizing awareness through seminars, symposium, drama, quiz competition etc. The college has developed to an ideal campus with building. It has well-furnished classroom, library and departments. The college is having sufficient number of computer in the computer lab and different types of educational aids like smart board, projectors etc. The college has highly qualified and experienced faculty members and experienced non-teaching staff.

Sariya College has two very active NSS units. It has adopted a local village named Birhortanda and Koshi (Kounjiya) to develop it into an ideal village. The volunteers of the NSS Units take up various awareness programs in that village. The result has been quite encouraging. The committees for cultural, sports and literary activities are also very active. The college participated in youth festival, sports and quiz competitions at university level every year. The college has formed IQAC and the critical inputs coming out of it has been of great help in improving the quality of institution. The college has also conducted parent- teacher meet to

bridge the gap and strengthen communication. The alumni of the college has indicates that most of the old students are well placed and doing their duties successfully. In 2023, our alumni association is registered under Society Registration Act-1860 by Govt. of Jharkhand. IQAC and career counseling cell are engaged in placement of the students. The members of faculty and Principal are engaged in consultancy and extension work. So the college is providing a rich learning and teaching environment to nurture the talents for inculcating a hunger for lifelong learning. Preparing the Self Study Report has been an activity of great learning and challenge. It is teamwork and the college is fortunate to have such a talented and hardworking steering committee. Everyone has contributed sincerely in various forms to complete the assignment.

## **Vision**

- To be recognized as a premier institute that Practices quality education, providing a vibrant environment for the holistic development of students.
- Enriching the capacity of students to learn and lead with integrity and wisdom.
- Installing human values and a sense of responsibility towards the society.
- To cater to the educational needs of the area and mould the students into responsible citizens of the country.
- To modernize the society through education.
- To promote synthesis of knowledge with special emphasis on unity of scientific and spiritual pursuits to revitalized our country's rich heritage.

## **Mission**

- To build the nation by creating a class of moral, intellectual and committed citizens.
- To strengthen the human resources.
- To provide Indian knowledge and values along with modern knowledge and values.
- To intellectual academic excellence, social responsibility, moral uprightness and team spirit.
- To train students physically intellectually, socially, morally, emotionally, vocationally to attain.
- To contribute to society through the pursuit of education, learning at the highest levels of excellence.
- To provide quality education through academic cultural and physical activities and prepare the students as responsible and useful citizens.

## **Core Values**

Sariya college, Suriya in a process of self and community reflection that would lead us to recognize and heighten awareness of the higher values we and our institution have already practiced and articulated, to seek agreement about those values, and to develop an institutional culture that holds itself accountable to those values.

- Contributing to National Development
- Fostering Global Competencies among Students
- Inculcating a Value System among Students

- Promoting the Use of Technology
- Quest for Excellence

## Commitments

We are dedicated to meet the needs of the communities we serve. I/We will

- Support the mission and vision of the College.
- Focus on student and stakeholder needs.
- Respond to the changing needs of our communities in a timely manner.
- Create new programs and services to meet identified needs.
- Continuously evaluate and improve programs, services, systems, and policies.
- Utilize a shared decision-making process.

## Campus

- Area : 11.435 acres
- No.Of Building : 02
- No.of Rooms : 30
- Boys washroom : 05
- Girls washroom : 09
- Staff washroom : 04
- Common Room : 02
- Student Parking area : 01
- Staff Parking area : 01
- Playground( Football/Volleyball) : 02

## Institutional Basic Information

<b>Name of the Institution</b>	<b>SARIYA COLLEGE, SURIYA</b>
Year of establishment	1984
Name of the head of the Institution	Dr. Santosh Kumar Lal
Designation	Principal
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	06557-299928
Mobile no.	9430192478
Registered Email	<a href="mailto:sariyacollege1984@gmail.com">sariyacollege1984@gmail.com</a>
Alternate Email	<a href="mailto:drsantoshkumarlal@gmail.com">drsantoshkumarlal@gmail.com</a>

Address	Sariya College, Suriya, Rly. Stn: Hazaribag Road, P.O.:Suriya, Dist: Giridih-Jharkhand, PIN-825320
City/Town	SURIYA
State/UT	Jharkhand
Pincode	825320
Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Rural
Financial Status	Self-financed and grant-in-aid
Programme	B.A., B. Com. B. Sc.
Name of the IQAC coordinator/Director	Sri Rabindra Kumar Mishra
Phone no/Alternate Phone no.	09608392478
Mobile no.	7903699095
Registered Email	<a href="mailto:sariyacollege1984@gmail.com">sariyacollege1984@gmail.com</a>
Alternate Email	<a href="mailto:drsantoshkumarlal@gmail.com">drsantoshkumarlal@gmail.com</a>
Website Address	<a href="https://www.sariyacollege.ac.in">https://www.sariyacollege.ac.in</a>
ERP Address	<a href="http://www.erpsariyacollege.ac.in/">http://www.erpsariyacollege.ac.in/</a>

### *Teaching Programme at the College*

The College offers 3 programmes (B.A., B. Com., & B. Sc.) and 17 Courses at the moment in a variety of subjects by taking in to consideration the National perspectives on higher education and also the State manpower requirements. Table 1 below depicts the academic programmes offered by Sariya College, Suriya through its teaching departments on campus.

**Table 1: List of Academic Programmes offered at Sariya College, Suriya**

Name of the Programme	Programme Specialization	Year of implementation of FYUGP Course System (Under NEP-2020)	Number of seats available
B.A	B.A. in History	2022	500
B.A	B.A. in English	2022	240
B.A	B.A. in Sanskrit	2022	80
B.A	B.A. in Urdu	2022	80

B.A	B.A.in Political Science	2022	480
B.A	B.A.in Hindi	2022	500
B.A	B.A. in Economics	2022	240
B.A	B.A.in Sociology	2022	240
B.A.	B.A. in Khortha	2022	80
B.A.	B.A. in Geography	2022	200
B.A.	B.A. in Philosophy	2022	64
B. Com.	B. Com. in Account & Finance	2022	160
B. Com.	B. Com. in Marketing & Management	2022	
B. Sc.	B. Sc. in Physics	2023	Applied
B. Sc.	B.Sc. in Zoology	2023	Applied
B. Sc.	B. Sc. in Botany	2023	Applied
B. Sc.	B. Sc. in Mathematics	2023	Applied

### Whether Institution is accredited?

Grade - 'C' (1.96 CGPA)

When – March 04, 2019, Validity upto 03<sup>rd</sup> March 2024.

### Introduction to IDP

The NEP Taskforce of the college has undertaken the mission of designing an Institutional Development Plan for a period of fifteen years commencing from Academic Year 2023-2024 to Academic Year 2038-2039 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

### Guidelines of National Education Policy-2020

As per NEP 2020, the purpose of the education system is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

### Aims and Objectives of the Institutional Development Plan

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the Institutional Development Plan, the college will develop initiatives; assess the progress and reach the goals set therein, which can then become the basis of PM-USHA. Considering the background of the college as an institution imparting quality education in science, commerce, arts, and vocational field, the college has identified the broad aim of IDP as follows:

- To create a supportive academic environment for students ingrained with sincerity, discipline and commitment.
- To institute a sustained quality system embedded with a conscious, consistent and programmed action.
- To mould humane citizens of the nation.

- To make skilled manpower through effective use of emerging technological tools and to bridge the gap between social needs and higher education.
- To bring three 'H' together in an integrated manner, namely, Hand (to develop skills), Head (to gain advanced knowledge), Heart (to inculcate human values)

### ROAD MAP FOR IMPLEMENTATION OF NEP-2020

Step 1: Analysis of the present scenario in terms of 'Access', 'Quality' and 'Future Readiness

Access	
Equity including Gender Parity	<ul style="list-style-type: none"> <li>• The college fosters equal opportunity to all.</li> <li>• Organising various programmes on gender equity.</li> <li>• Preparation of gender sensitization action plan.</li> <li>• Undertake Gender audit in the college campus.</li> </ul>
Inclusion including Socioeconomic Deprived Groups (SEDGs)	<ul style="list-style-type: none"> <li>• Sariya College, Suriya is a rural college, permanently affiliated to Vinoba Bhave University, adheres to the reservation policy of the Govt. of Jharkhand, with respect to the admission of students to various programme offered in the college.</li> <li>• Financial assistance for the students from economically weaker section from the college fund.</li> <li>• Provision of regular mentoring of the students.</li> <li>• Face-to -face Counseling of the students.</li> <li>• College helps the students of reserve category to get post matric scholarship from the state govt.</li> </ul>
Measures for increasing access including online and Open and Distance Learning (ODL) education	<ul style="list-style-type: none"> <li>• Use of online platform for teaching-learning process.</li> <li>• Online access of N-LIST and World E-book Library for students/faculties</li> </ul>
Increasing access through Indian languages	<ul style="list-style-type: none"> <li>• Teaching-learning process is done through Hindi language along with English as per guidelines of affiliating University</li> <li>• Offers courses on the following languages as subjects –1) Hindi 2) Sanskrit 3)Urdu 4) Khortha</li> </ul>
Quality	
Multidisciplinary and holistic education	<ul style="list-style-type: none"> <li>• Sariya College, Suriya is offering BA, BSc,B Com, under Vinoba Bhave University.</li> <li>• Offering various Six months certificate Courses on Yoga, Tally prime &amp; GST in addition to regular programmes offered by affiliating university</li> </ul>



	<ul style="list-style-type: none"> <li>Offering Skill Enhancement courses as per Vinoba Bhave University FYUGP syllabus</li> </ul>
Flexibility of courses and student mobility- multiple entry and exit	<ul style="list-style-type: none"> <li>The UG course is running as per new FYUGP under VBU, and multiple entry and exit system is already implemented by affiliating university.</li> <li>Offering various values added and skill based papers under FYUGP.</li> </ul>
Indian Knowledge System	<ul style="list-style-type: none"> <li>Sariya College, Suriya offers UG programme with Major in classical language (Sanskrit, Urdu, Khortha, and Hindi).</li> <li>Classical language Major programmes are taught in respective mediums.</li> </ul>
Research, Innovation and Ranking	<ul style="list-style-type: none"> <li>Teachers regularly publish papers in reputed journals of UGC care. In ISBN books and ISSN journal also.</li> </ul>
Capacity building of faculty	<ul style="list-style-type: none"> <li>ICT equipped classroom</li> <li>College organizes periodic faculty development programme as per the requirement.</li> <li>Encourages faculty members to participate in FDP, Workshop, and Seminar by sanctioning duty leave, sponsoring registration fee.</li> </ul>
<b>Future Readiness</b>	
Enhancing employability through internship/apprenticeship	<ul style="list-style-type: none"> <li>The College has Career Counselling and Placement Cell under which various career counselling programme and coaching for competitive examinations are organized.</li> <li>Offering few skill based Add on courses</li> </ul>
Transforming education through integration of technology	<ul style="list-style-type: none"> <li>The library of the college facilitates the access of NLIST, e-Sudhsindu, Sodhganga, and epathshala to the readers.</li> <li>Use of various online platforms for teaching-learning process</li> </ul>
Accreditation for quality education	<ul style="list-style-type: none"> <li>College is accredited by NAAC (1<sup>st</sup> cycle, 2019) with the CGPA 1.96</li> </ul>
Internationalization	<ul style="list-style-type: none"> <li>No step has yet been taken</li> </ul>
Governance	<ul style="list-style-type: none"> <li>The governance is taken care of by Governing Body constituted by Vinoba Bhave University, Hazaribag.</li> <li>Implementation of e-governance in various areas of operation namely administration, finance, students' admission and examination.</li> </ul>

**Step 2: Envision transformation of the institution for next 15 years in lines of NEP-2020 and draw a strategic plan of action**

Institutional Development Plan is the basis on which the college will frame the initiatives, assess the progress and reach the goals set therein. In keeping with the vision to convert into an autonomous college that will empower to drive excellence, Saria College Saria envisages the following initiatives, 1. Offering new programmes like Chemistry in B. Sc., Home Science in B.A., integrated BEd and BVOC. 2. Convert the college into a self-governing degree granting autonomous institute of higher education. 3. Introduce contemporary subjects in UG level, like, Artificial Intelligence, Cloud Computing, Data

Analysis, Cyber security, etc. to develop these various important skills in students.

4. Construction of IT computer based testing center.
5. A transparent and stated process of faculty recruitment
6. Construction of Science block.
7. Strictly administer all no-discrimination and anti-harassment rules.
8. Autonomous, more accountable, decentralized and transparent internal governance.
9. Strong Grievance Redressal system.
10. Installing updated language lab.
11. Continuous Professional Development (CPD) for faculty and staff, and leadership training for

Principal and others.

12. Encouraging and empowering the faculty to conduct innovative teaching and pedagogy, research

and service which will motivate them to do outstanding creative work.

13. Excellent performance of the faculty in teaching, research and other services will be incentivized

through appropriate rewards, recognitions, and movement into institutional leadership. Meanwhile,

faculty not delivering on basic norms will be held accountable.

14. Strengthening the student support system.
15. Develop and use supportive technology tools for better participation and learning outcomes.
16. Emphasis to increase the employability potential of the students ID. Develop bridge courses for students of disadvantaged educational backgrounds.
17. Provide regular counseling and mentoring programmes for social, emotional and academic support
18. Develop more quality study material in local languages
19. Encourage research work among faculty and students
20. Augmentation of basic infrastructure facilities, viz, clean drinking water, clean working toilets, sports facilities, and pleasant classroom spaces and campuses.

21. Introducing girls hostel facilities as per need.
22. Providing medical facilities for all students.
23. Establishment of MoUs with institutions of national and international importance to undertake

- collaborative work in research and teaching and to facilitate faculty/student exchanges.
24. Conduct outreach programmes on higher education opportunities, scholarships, skills and entrepreneurship among SEDGs.
  25. Undertake programme/add on course/activities to sensitise faculty, staff and students on issues of gender-identity.
  26. Improving alumni engagement in various fields of activities of the college.
  27. Fostering greater engagement with the local community.
  28. Incorporating the principle of sustainability in all sphere of policies as well as activities.
  29. Allocation of budget to make a complete disabled-friendly college campus.
  30. Allocation of budget for environmentally sustainable campus by upholding the natural landscape and biodiversity using renewable sources of energy and giving importance in resilience (to mitigate natural disasters and accidents), sustainability, utilities and services, safety.
  31. Installing ERP management.
  32. Apply for various grants to Central and State Govt and to identify new source of funding
  33. Undergo regular accreditation of the institution by the appropriate body with the aim to attain the highest level of accreditation over the next 15 years.
  34. Provide more financial assistance and scholarships to socio-economically disadvantaged students
  35. Retention of faculty members and motivating them towards advancing the students, institution, and profession.
  36. Maintenance of ideal PTR so that faculty can interact with students, conduct research and can involve in other activities of college as well as extension.
  37. Construct college boundary wall.
  38. Introducing NCC.
  39. Introduction of Job oriented UG programmes.
  40. Appointing sports officer.
  41. New Arts block with class rooms with washrooms, H.O.D. & teaching staffs chamber.
  42. Strengthen IQAC.
  43. Enlarging sports facilities.

**Step 3: Define the mission statement of the institution to identify the goals, strengths, opportunities, priorities and commitments Mission statement of the college:**

Sariya College Suriya strives to achieve its vision by

- To be recognized as a premier institute that Practices quality education, providing a vibrant environment for the holistic development of students.
- Enriching the capacity of students to learn and lead with integrity and wisdom.
- Installing human values and a sense of responsibility towards the society.
- To cater to the educational needs of the area and mould the students into responsible citizens of the country.

- To modernize the society through education.
- To promote synthesis of knowledge with special emphasis on unity of scientific and spiritual pursuits to revitalized our country's rich heritage.

**Step 4: Identify the strengths and capacity (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps Present Strength and Capacity**

- Cordial relationship among all the stakeholders,
- Functioning in the plural and multicultural atmosphere
- Driven by the mission statement of imparting knowledge to all,
- Admission of students across all communities and areas who are socially and economically marginalised including the provision of admission of the transgender students,
- Student-centric teaching-learning process,
- Internal complain committee, Anti-ragging committee, anti-sexual harassment committee are in place

**Few steps to mitigate the gaps**

- Apply to university, Govt of Jharkhand and other agencies to start new programme (B. Sc. in Chemistry, Home Science in B.A., integrated BEd, BVOC)
- Apply to UGC for autonomy of the college
  - Preparation of syllabus to start some contemporary subjects by faculty members or by hiring resource persons
- Appeal to NGOs and philanthropic persons/groups for sponsoring the socio-economically disadvantaged groups
  - Introduction of full flagged e-governance to bring transparency
  - Organise regular professional development programme for faculty and staff
- Facilitates to participate in online and Face-to-face training programme organised by UGC/IGNOU on leadership training
- Organise industry-academia meet to improve the placement rate
- Allocation of budget for rewarding faculty for excellence in teaching, research and other services
- Allocation of budget to construct more classrooms, laboratories, ICT assessors, drinking water facilities, toilets, gymnasium, sports facilities, hostels, well equipped health center, and other support services including disabled-friendly facilities
  - Allocation of budget for ERP management
  - Apply for various grants to Central and State Govt to augment all infrastructure, organise FDP and provide students service facilities. In addition, new sources of funding need to be identified.

**Jharkhand: At a glance**

The State of Jharkhand is unique in many respects. It is one of the poorest and most undeveloped states in India. In terms of per capita GDP and other socio-economic indicators, Jharkhand occupies a low standing among Indian states.

The gross domestic product of Jharkhand is estimated at 3.83 lakh crore in 2020–21. The per capita GDP of Jharkhand in 2018-19 was 82,430 Open-cast Coal Mining in Dhanbad.

Suriya is located at 24.184361 N, 85.891528 E under Sariya community development block, official language is Hindi and Urdu, Lok Sabha constituency is Koderma, Vidhan Sabha constituency is Bagodar. Total population is approx 1, 49,068 as per census report of 2011 contains 23 panchayats. Total forest area of is 19340.20 hec. male 76,936, female 72,132, child 27,583, sex ratio 938, child sex ratio 897, and literacy rate 66.25%

Agriculture is another sector in the economy of Jharkhand which helps the economy to grow. In Jharkhand, farmers produce several crops such as rice, wheat, maize, pulses, potatoes, and vegetables such as tomato, carrots, cabbage, brinjal, pumpkin, and papaya. The other Industries are cottage industry and IT industry.

## **Education in Jharkhand**

As per the 2011 census of India, the overall literacy rate of Jharkhand was 66. 41%, which includes male literacy rate at 76. 84 % and female literacy rate at 55.42%. The total literate population stands at 18,328,069 – out of which there are 10,882,519 males and the total number of females is 7,445,550. Ranchi is the most literate district in the state with a literacy rate of 77.13 %. In 2011, the state adopted ‘Right of Children to Free and Compulsory Education Act’ to encourage the education among children up to the age of 14 years. The schools are affiliated to ICSE or Indian Certificate of Secondary Education, Central Board of Secondary Education, or the Jharkhand State Board.

The state has a total of 44,835 schools, including 40,343 government schools and 4,492 private schools. As per the survey report of MHRD, the student teacher ratio in the primary schools is 1:27 and in secondary and senior secondary schools, it is 1:62. On the other hand, in universities and colleges, this ratio is 1:50. The state follows the Sarva Shiksha Abhiyan (SSA), which was launched in the Ninth five-year plan by the central government.

Jharkhand has also been improved the facilities for higher education. As per the survey reports of MHRD in 2019, the total number of colleges in the state is 308 while there are 29 public and private universities across its districts. Moreover, the number of stand-alone institutions is 77 in this resourceful state. The Indian Institute of Technology (Indian School of Mines), Dhanbad holds the tag of ‘Institute of National Importance’ as per NIRF Rankings .

## **Quality of Education in Jharkhand**

The official medium of education in Jharkhand is Hindi and English. However, there are also few options of second language in Jharkhand state schools, such as Sanskrit, Bengali, and Odia. As per the education system of the state, approx. 95 % of children get enrolled for the primary education in the schools of Jharkhand.

To enhance the capabilities of students in the state, the government has launched various scholarship programs. The government has adopted the e- Governance system and started an online fund transfer facility, which aims to benefit around 4 lakh students who belong to Scheduled Tribes (ST), Scheduled Caste (SC), Other Backward Classes (OBC) and students belonging to minor communities.

As per the Dept. of Higher and Technical Education, Govt. of Jharkhand the state has a large number of private aided higher education colleges, government colleges, and affiliated colleges.

The IDP has included proposals which would certainly enhance the excellence provided it is sanctioned and implemented. Proposals on new programmes, infrastructural development through expansion of lab space, modern equipments, and scholarship schemes for minority students, faculty development programmes, etc, are expected to enhance the excellence in higher education.

## **Administrative and Institutional Reforms**

To achieve access, equity and excellence, there is urgent need for more reforms in the administrative process and institutional process. College administration must be freed from bureaucratic hurdles. The need of the hour is academic and financial autonomy in the functioning of college. A technology based administrative reform is urgently needed to improve efficiency in college administration. A proposal to modernize computer networking for administrative efficiency is included in the IDP.

### **Details of SWOT Analysis**

#### **(i) Methodology Adopted for SWOT analysis**

##### **Data**

The Data for the SWOT analysis has been collected from various departments of Sariya College. The Sariya College has recently submitted its AQAR report (NAAC) and huge data has been collected from the departments on various academic and nonacademic aspects. The data available is classified into various categories, namely, faculty, students, infrastructure, etc. Various ratios, for example, ratio of vacant positions to total sanctioned strength, ratio of temporary teachers to permanent teachers, etc. have been worked out to identify the strength and weakness of Sariya College. Information on years of experience, number of Ph.D. Teachers, number of publications, range of impact factor, h index, etc. have been used as indicators to assess the strength of the College.

The information collected on student teacher ratio, the number of students passed Competitive examinations, staff and student diversity, extension activities; “beyond syllabus participation” of the students, etc. provided much needed input to arrive at strength, weakness and opportunities. The discussion with Principal, Heads of the Departments and with individual faculty members, helped the Planning Team to understand the strength and weakness of the College. Planning Team also had a brain storming session on various qualitative aspects of SWOT analysis. However, the Planning Team has depended more on available data, its analysis and interpretation. The inferences are drawn based on data analysis and discussion. Wherever necessary, simple statistical tools were used to draw the inferences

#### **(ii) Inferences Derived from SWOT Analysis**

##### **Strength:**

##### **(i) Government Support**

The college is permanently affiliated which is funded by the government of Jharkhand.

**(ii) Location Advantage**

Sariya College is a beautiful college built in the natural environment. The lush green trees and plants from south and north side by forest dept. around the college helps in purifying the atmosphere of the college. The college campus is clean and beautiful.

**(iii) Young College**

Average age of faculty members is close to 38. Young and enterprising faculty members can bring dynamic changes in the higher education scenario in Sariya provided adequate support and incentives are given.

**(iv) Trained administrative staff**

Sariya College has trained administrative staff who can handle efficiently the administrative and financial matters with ease.

**(v) FYUGP (Four-year undergraduate programme as per NEP-2020)**

College recently has introduced FYUGP at the UG Level in all its teaching departments. It provides lot of flexibility in the selection of courses across disciplines and can be an impetus to excellence. The semester system with 25% internal evaluation and 75% external evaluation.

**(vi) Excellent Library and learning resources**

The library of the Sariya College is spacious and has a good collection of resources including e-learning/Inflibnet. Library has very good holding of books and subscribes number of reputed National and International journals. Besides, the library also subscribes to N-list Inflibnet and other data bases (Library Management Software).

**(VII) Large Campus**

11.435 acres of land is available with Sariya College, Suriya in which branches of many subject can be opened in future.

**Weaknesses:**

**(i) Inadequate Infrastructure**

Infrastructure in terms of class rooms, big lecture halls, hostels, canteen facilities etc. are inadequate.

**(ii) Inadequate Faculty strength**

Almost 70 percent of total sanctioned positions remain vacant. It has not only affected teaching but also the research activity.

**(iv) Administrative Bottlenecks**

Delay in processing of files, delay in decision making mainly due to the shortage of supporting staff and technical staff.

**(v) Less Industry-academic Interaction**

The scope for industry-academic interaction is limited as there are not many large scale industries. This also has lead to the problem of decreased campus placement of students.

**(vi) Less Sports Infrastructure**

The sports infrastructure at the Sariya College is not up to expected level. College does not have a well-developed cricket ground, hockey ground, volley ball court, tennis court etc.

**(vii) Lack of funds for Development**

There is acute shortage of funds in Sariya College because very less fees are charged from the students here and the government also gives less grant, due to which development work get hampered.

**Opportunities:**

**(i) Employment Opportunity**

Suriya, Giridih is a rural dominated area. Along with this there is also the density of forests here. There was not enough development of industrial businesses, due to which people can get employment opportunities in home industry, medium industry by giving employment-oriented education here. People can be linked to self-employment by establishing employment in agriculture and forest based industries.

**(ii) Opportunity to attract Female Students**

Suriya is a rural dominated area, due to which women have been deprived of education. If education is promoted in this area and people are made aware, then women can come and take education in college.

**(iii) Opportunity to Attract Good faculty**

In Jharkhand, Suriya being a peace loving place and cosmopolitan in nature can attract highly qualified faculty from the leading institutions in India.

**(v) Visiting Professors**

The brand name of Sariya College, Suriya is established in Grand Chord Howrah-Gaya-Delhi train route as major tourist destination; peaceful nature can attract eminent persons as visiting professors and can make use of their expertise.

**(vi) College has a spacious campus.**

Potential for expansion of Sariya College is immense as it has got large land area suitable for planning a world class campus.

**Threats:**

**(i) Slowdown of the economy**

Slowdown of the Jharkhand economy due to the stoppage of mining is major threat to Sariya College. It may reduce the state funding to Sariya College and it may reduce the employment opportunities as well.

**(ii) Difficulty in finding suitable candidates as faculty members**

Qualified candidates with required API are not available for higher academic posts. There is difficulty in finding suitable candidates from reserved category as faculty members for the posts reserved for them.



### **(iii) Mushrooming of private institutions with false promises**

Many private institutions are coming up with many promises. Students may be lured to these institutions expecting quick returns and College may lose good students.

### **(vi) Low placement**

Sariya, Giridih does not have large scale industries which can provide employment to all its educated manpower. Labour absorption capacity of Sariya, Giridih industries is very low. It has affected the placement of students in many courses including professional courses.

## **Based on SWOT analysis, the “Strategic Plan” developed for institutional development.**

Sariya College strategy for the remaining plan period rests on the guiding principles, namely, access, equity and excellence.

### **Strategic Plan towards Enhanced Access to Higher Education**

A plan strategy based on certain targets will be more meaningful and fruitful. A target based approach can yield better results. The strategy of Sariya College is to increase student intake not only by introducing new courses and programmes but also by expanding the existing programmes through investment in infrastructural facilities and other basic requirements.

The strategic plan lays emphasis on:

#### **(i) Expanding classroom and lab space**

The existing space is not sufficient for introducing new and relevant courses and programmes and to expand the existing programmes. The existing class rooms for Science students are designed to accommodate just 60 to 65 students on average. To introduce interdisciplinary and multidisciplinary programmes, we require class rooms of large size. It also necessitates more lab space, space for ladies’ room, boys’ common room, etc

#### **(ii) Lack of hostel facilities**

Due to lack of hostel facility in the college, students from far off places face a lot of difficulty in getting education. If funds are available, hostel facility will be available for the students. Hostel facilities is an also suggestion by NAAC Peer team.

#### **(iii) Recruitment of more faculty**

Shortage of faculty is a major constraint in the way of access to higher education. More than 70 percent of the total sanctioned positions remain unfilled. As the existing faculty strength can’t even manage the ongoing academic programmes in a flexible way, there is no opportunity to start new programmes or plan new initiatives.

#### **(iv) Expanding library facilities**

Though the Sariya College library is quite good compared to other established Institutions and is one of our greatest strengths, there is urgent need for further improving the library facilities by considering the contemporary requirements., The subscription of journals, data bases, e-resources and magazines has to be increased. The seating capacity and rack facility of library has to go up. At the moment, even maintaining the existing facility is a challenge by considering the huge infrastructure and human resource constraints.

#### **(v) Expanding computer facilities, provision of teaching aids, audiovisual facilities.**

Enhancing access to quality higher education means providing opportunity in terms of higher access to computer facilities, teaching and audio-visual aids. The existing facilities in the computer labs have to be increased. The class rooms are to be equipped with modern amenities/equipments to facilitate teaching learning process specially by IT computer based exam center.

#### **(vi) Transport facilities for students who commute every day to campus and back.**

Sariya College, Suriya is established far away 3 km from Suriya town and 10 km far away from GT Road. The public transport system is relatively poor and not dependable specially to student community in Sariya. There is a need to provide at least skeletal transport facility from the Sariya Market to the College campus to enable the students to reach the class room in time. Similarly, the students staying on the campus are also facing problem as they have to walk long distances to reach their respective places of learning. Consequently, there is a urgent need to provide intra-campus transport facility to such residents. Only one bus facility is not sufficient for requirements of girl's students. Bus facility is need of boy's students also.

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

The activities under Institutional Development Plan are mainly categorized into following types.

- (i)        Infrastructural Development, Purchase of Equipment's
- (ii)      Faculty Support and Development
- (iii)                      New Courses and Programmes

S. No.	Proposals	Link with SWOT Analysis
1.	<b>Infrastructural Development</b>	One of the major weaknesses of Sariya College as per the SWOT analysis is the infrastructure constraint in terms of class room space, Girls Hostel, IT computer-based exam center, Class rooms for science, lab space, central instrumentation space Facility, library space, common room space, recreational space, equipments, computers, etc. Sariya College has enormous strength to increase the access, equity and excellence in higher education provided adequate infrastructure is available.
2.	<b>Faculty Support</b>	Another major weakness of the Sariya College is that all faculty positions are not filled. It is very unlikely that College will be able to fill all the vacant positions soon. Faculty support in terms of new recruitment could go a long way in enhancing of the College. Besides, support to existing faculty is also proposed in the plan to extract full potential from them
3.	<b>New Courses and Programmes</b>	Major strength of the College is the low student teacher ratio. Along with plans for expanding existing programmes and courses, new programmes and courses have been proposed in the plan to provide more access and equity.

### **Objectives and Expected Results**

The specific objectives of the Plan include increasing employability of graduates, increased learning outcomes of the students, improving interaction with industry, enhancement of consultancy services, etc.

#### **(a) Action Plan for Improving Employability of graduates.**

The IDP of Sariya College has proposed to introduce few new job oriented courses like new UG Diploma Programme in "Plant Based Industrial Applications", just after introducing B. Sc. Integrated B.Ed. programme, in a Degree Course besides; there are proposals for improving infrastructure in general and for the purchase of equipments, instruments, etc. These instruments/facilities would improve the skills of the students and hence increase their employability. The Commerce Department proposes to set up finance lab and Incubation centre. All these initiatives should enhance the employability ratio of the graduates. Faculty of languages

also proposes to start new programmes that would improve the language skills of the graduates and their employability.

#### **(b) Increased Learning Outcomes of the Students**

The proposal is also aimed at improving the learning outcomes of the graduates. This is going to provide the graduates more practical knowledge based on experimentation and better learning outcomes. The new courses proposed in the IDP are mostly applied courses that have industrial application and are expected to improve the learning outcomes. The proposal from the Sociology Department on digital story telling is a new experiment to improve the learning outcomes.

#### **( c) Implementation of Academic and Non- academic Reforms**

Sariya College has decentralized its administrative responsibilities in order to initiate reforms and delegated administrative powers/authority to the level of Faculty and the Heads of the Departments. The Department Council at the Department level is a basic decision making unit and most of the academic decisions pertaining to day to day functions are taken at this level. Principal is also entrusted with limited financial powers to enable them to take timely decisions /fulfill department requirements. Sariya College also follows continuous evaluation system as part of its Choice Based Credit System. College will try to strengthen all the good academic and administrative practices existing at the moment and thrive to add few more in the days to come. This IDP proposed an integrated management system by the computer center that would help speedy processing of files/administrative matters.

#### **(d) Improving Interaction with Industry.**

The IDP contains proposals on programmes which require direct interaction with the industry. The proposals from Departments of Economics, Commerce, etc. are going to improve the College Industry interaction. Sophisticated equipments / state-of the –art laboratory facility / quality driven Faculty proposed under this IDP is likely to attract industry personnel into the campus for various types of technical assistance. Campus development programmes like rainwater harvesting will enhance the scope for consultancy from the industry to start similar projects.

#### **Provide action plan for organizing a finishing school and for improving the academic performance of SC/ST/OBC and academically weak students.**

We have a plan to organize finishing school for job oriented Courses like BBA, BCA, etc. at least once in a year. In order to improve the performance of academically weak SC/ST/OBC students, remedial classes will be organized.

Besides, an innovative scheme of **“Adopt an SC/ST/OBC Student”** will be introduced in this plan period on an experimental basis. Under this scheme the faculty members of the respective departments will adopt academically at least one SC/ST/OBC student and monitor their academic performance and help them to overcome their difficulties.

Special Coaching of Competitive Examination for poor students will be introduced.

#### **Provide an action plan for strengthening of UG Programmes and starting of new UG programmes.**

The IDP proposals give details on strengthening of existing UG programmes and starting of new UG programmes.

**Brief of the participation of departments/faculty in the IDP Preparation.**

The Departments of Sariya College have actively participated in the IDP preparation. The IDP of Sariya College contains various proposals which came from different Departments/ Divisions. This fact by itself is a reflection of the active involvement of the Departments and faculty in the IDP. The University has ensured the participation of all the Departments through a well-designed structure of Plan preparation. The GB Committee held meetings with the Principal on the preparation of IDP and the Principal in turn had brain-storming sessions with the Heads of Departments and the Members of the Faculty Boards. The Heads of the Departments, on their part, convened several Departmental Council meetings to prepare the Departmental Plans. The College also constituted a Planning Team to co-ordinate and assist in the activities pertaining to the Plan preparation. The Planning Team met frequently in order to arrive at a Draft Plan. Moreover, the Planning Team also interacted with the Principal, Heads of Departments, faculty members and administrative staff in the process of Plan preparation. The voice of the student's representatives and their proposals are also considered.

**Institutional project implementation arrangements with participation of faculty and staff.**

College has already constituted a Board of Governance, Project Monitoring Unit to monitor the Institutional Project at the implementation level under the chairmanship of Principal as per the recommendation of PM-USHA (RUSA) involving senior faculty, administrative officers, student representatives etc. College will also constitute additional committees if required like the Infrastructure Committee, R &D Committee, Academic Support Committee, Faculty Development Committee, Institutional Reforms Committee, etc, to monitor the Project at the implementation levels specific to the areas of PM-USHA (RUSA) funding.

**Financial Plan (Expected From PM-USHA RUSA):**  
**Component wise**

PM-USHA RUSA Component	Funds Expected From RUSA (Rs in Crore)	Details of Proposed Utilization
<b>Infrastructural (Component 1) (80%)</b>		<b>Civil Work:</b> Girls Hostel, ICT computer based exam center, Science block
<b>Purchase or Procurement of Equipment's (Component 2) (20%)</b>		Purchase of Desktop computer, Dual bench desk, English language lab, Table, Chair, etc.
<b>Total</b>	5.0 cr.	

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### **Year wise Budget Requirements ( from PM-USHA,RUSA)**

<b>Name Of The College</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>	<b>Total Cost (Rs. In Crore )</b>
Sariya College, Suriya	3.50	1.0	0.50	5.00

**Summary:** Sariya College Suriya is committed to the holistic development of the students. The college aims to create a strong internal system for supporting diverse student associates in academic and social domains. The Institutional Development Plan will help to guide and plan to achieve following manners:

- a. Steps needed to be adopted to have Global outreach to ensure enhancement in the enrolment of the student in the college campus (both quantitatively and qualitatively).
- b. To enhance enrolment of students from other states, Facilitate needy students in their every need.
- c. To create a global academic environment. Well defined admission policy.
- d. Special drive to attract economically weaker students.
- e. Globally recognized college.