



SELF STUDY REPORT

FOR

3rd CYCLE OF ACCREDITATION

FAKIR MOHAN AUTONOMOUS COLLEGE, BALASORE

PLOT NO.256 STREET NO. AZIMABAD DIST. BALASORE
756001

www.fmcollege.nic.in

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

April 2019

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Fakir Mohan Autonomous College, Balasore is a leading institution of higher education in Odisha. It is a full-fledged Graduate and growing Post-Graduate College affiliated to F M University, Balasore.

The College, initially called Baleswar College, came into existence on 6th July 1944 when the Government of Odisha established a Second Grade Arts College with 96 seats in the premises of the then Zilla School of Balasore. The Principal of the College became the ex-officio Inspector of the School. Both the institutions had one Governing Body and one administrative head.

In 1946 the College became a First Grade institution and the Bachelor of Arts classes opened. Apart from pass subjects the College offered Honours in English, Economics and History. The College now had its own Governing body although its Principal continued to be the Inspector of Schools. In 1948 two more Honours subjects—Philosophy and Mathematics—were introduced

In 1949 the College was renamed Fakir Mohan College vide Government of Odisha Letter No 5787-E Dated 02.08.1949 after the great Odia litterateur Fakir Mohan Senapati, who was born at Mallikashpur in Balasore town.

The student strength has risen significantly over the years from a mere 96 in 1944 to more than 3500 in 2019.

The College celebrated its Silver Jubilee in 1972, the Golden Jubilee in 1995 and the Diamond Jubilee in 2004.

Fakir Mohan College became Fakir Mohan Autonomous College w.e.f. 1999-2000 after autonomy was conferred by the UGC vide its Letter No 249/94 Desk AC Dated 22.09.1999. The autonomy was renewed in the session 2009-10 and in 2015-16 for a period of five years and six years respectively. The Plus Two wing was separated in the academic session 2001-02. The College which now became a truly full-fledged autonomous UG and PG College was accredited by the NAAC with B++ Grade in 2006 and reaccredited with B Grade in 2014.

In 2006 the College was declared as a Centre with Potential for Excellence by the UGC, for a period of three years. However, excellence is a goal that the College has been pursuing since its inception.

Vision

"Pursuit of Perfection"

- **To achieve academic excellence through learning and research at the highest level.**
- **To cultivate a deep appreciation of local culture and arts.**
- **To ensure physical wellness.**
- **To mainstream the marginalized.**
- **To foster a holistic life by connecting academics, culture, physical wellbeing and social responsibility.**

Education, in the foreseeable future, is poised to be contextually redefined in the light of technological advances, wherein the students will be able to access contents without teachers. This will effectively free education from the control of academic bureaucracy. This paradigm shift is going to change the role of two fundamental stake holders; teachers and the students. A teacher is going to be envisaged as a facilitator and a student will transform as a co-creator. But more importantly, both will remain engaged symbiotically to build a society, which will evolve towards perfection. Focus will be on personalized learning for students. The role of teachers will be to find the right connects with the available opportunities. Students would be encouraged to play an active part in all dimensions of life. They will be trained to strike the right balance between competing demands and the values they have been trained to achieve holistically. Students will be envisioned as system thinkers. Higher priority will be knowledge with attitude. Students and teachers, being the dominant stakeholders, will shoulder the responsibilities equally for the implementation of such a mission.

Such a holistic assessment of education for future, unfortunately, cannot be delinked from human values. Every planning for future must be within the prescribed ambit of individual freedom, cultural pluralism, political democracy and sustainable living. Seen in this context, the ultimate vision would be to achieve the full potential of every student.

Mission

"Strive we shall, achieve we will"

- Nurture every student through continuous academic engagement.:(a) Liberal Arts to teach values;(b) Science to inculcate a rational approach: (c) Commerce to develop financial /fiduciary management skills;(d) Vocational Education to enhance employability in tune with market demand.
- Encourage the students to actively participate in various co-curricular activities such as cultural meets, drama and theatre, art and painting exhibition, debate competitions.
- Encourage the students to participate in various games and sports, atheletic meet, yoga and meditation.
- Encourage the students to promote the local culture and tradition through regular literary meets and colloquims.
- Encourage the students to associate themselves with various extension activities in order to discharge their social responsibilities.
- Encourage the teaching faculty to engage in continuous research activities and pedagogical development.
- To ensure the overall developement of the students and the staff so that the institution can move forward as one.
- To ensure that the institute provides a transformative journey to everybody.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Centrally located.
- Well connected by roadways and railways.
- Availability of Bank and Post-office facilities on the campus.
- Opportunities for Students from diverse background to get admitted.
- Implementation of the CBCS at the U.G. level from 2015-16 and at the P.G. level from 2018-19.
- Availability of Skill based Modular courses as add on course. The college has signed an MOU with OSOU for the purpose.
- Availability of Skill based Diploma Course in Tourism and Hospitality Management (DTHM) under Community College Scheme of the U.G.C. The college has signed an MOU with Industry partners for upskilling and placement.
- Availability of Skill based Vocational course at UG level from the session 2018-19.
- Wi-Fi campus.
- Quick redressal mechanism for gender equity.
- Promotion of e-literacy, but stress on face to face learning.
- Transparent evaluation process and timely publication of results (within 45 days of the completion of End Sem Examination.).
- E-admission for UG centrally conducted by the Dept. of Higher Education, Govt. of Odisha through SAMS.
- Transparent admission procedure for PG and Self financing courses such as BBA, B.Ed and B.Voc. done offline.
- Regular Evaluation and Modification of Curriculum and Syllabi by the Boards of Studies of the subjects concerned constituted for the purpose, in keeping with the knowledge needs of the students.
- Language lab-to promote communication proficiency of the learners through Audio-Visual materials.
- Promotion of E-Literacy through Computer Hub.
- Promotion of Physical wellness through Multi-Gym and Playground facilities.
- Rainwater harvesting facilities for all the hostels.
- Financial assistance to the economically weaker, the socially backward and the Divyang through various Scholarship Schemes.
- Environmental Sensitisation by observance of Fuel free Day.
- Eco-friendliness by the maintenance of Plastic Free green campus.
- Continuous cultural engagement especially through Performing Arts.
- Automated library system
- Active and vibrant extension services.
- Police Beat house on the Campus for 24/7 security of the students.
- Continuous Camera surveillance of the Campus.
- Foot Over bridge connecting the Commerce Block with Main Block.
- University approved Place of Research.
- Ramps and Railings for ease of access for the Divyang.
- Well preserved Heritage Hall dating back to 1918.
- Smart Class room facilities available.

Institutional Weakness

- Space and infrastructural constraints.
- Limited opportunity to recruit regular faculty.
- Limited scope to readily modify curriculum in tune with market needs.
- Lack of technology assisted classrooms.
- Absence of adequate NET/ GATE/GRE/GMAT/SLET coaching and guidance.
- Limited scope for internal resource generation.
- Lack of industry-college interface.

Institutional Opportunity

- Possibilities of opening non-traditional and Vocational programmes.
- With introduction of SWYAM - Online Annual Refresher Programme- faculty members can continuously update their knowledge base and keep tabs on the latest trends in their subject concerned and pedagogy.
- E-Literacy for all.
- Existing vocational courses like DTHM and B.Voc. will enhance employability. Successful students likely to be absorbed in the Hospitality and tourism Sector as well as the PXE Establishment which is located only in 15 Kms. away.
- With new structures coming up and appointment of Regular Faculty of New PG subjects and Post Masters Programmes in commerce and Odia can be introduced.
- On successful completion of 4-Year Intergrated B.Ed a pool of trained teachers will be available to fillup the teacher vacancies in various Government and Aided schools.
- Scope for greater Academia - Industry Interface for producing quality Human Resource.
- Scope for more Campus Recruitment drives.
- Scope for maximisation of technology for class room.
- Provision for Remedial classes for those students who are deficient in communication skill .
- Provision of special classes to prepare the prospective students for NET, OTET and OSSET.

Institutional Challenge

- **Faculty are transferable** : The teachers are appointed and posted by Government of Odisha, and based on the specialisation or the strength of this new or higher subjects are introduced. Continuity is hampered with the transfer of teachers. In the absence of qualified teachers it becomes difficult to sustain the said subjects.
- **Possibilities of the skill and trained students diversifying in to unrelated domains.** The students whose skill has been enhanced by the vocational programme and the students who have been trained as prospective teachers often join sectors that do not factor their skill or training.
- **Balasore falls within industry shadow area because of which the college output exceeds industrial demand.** The college turns out 50 students from DTHM and 100 students from the B.Ed department. Balasore town does not have a good number of industries or secondary educational institutes to accommodate this skill resource.
- **The paucity of industries in Balasore has led to infrequent Campus Recruitment drives.**
- **The multifarious tasks teachers are expected to carry out have made it difficult for them to engage in special classes for communicationally weaker sections of the students.**
- **Since, the class rooms are general in nature and are shared by motley students, the rooms cannot be committed to specific departments. As a result, the upkeep of the rooms cannot be ensured nor can the technology used in smart class rooms be upgraded.**

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

- CBCS curriculum implemented at UG level from 2015-16 and at PG level from 2018-19.
- College has implemented the Semester system examinations since 2007-08 and ensures timely publication of result.
- College has a well equipped library with more than 90,000 books with INFLIBNET, e-resources.
- College has introduced several add-on courses.
- Final year students undertake Projects under the direct supervision of faculty members of respective departments.
- College has vibrant out-reach activities, viz. NSS, NCC, YRC, YOGA, Ranger & Rovers, Scouts to promote value education.
- College provides E-literacy to all members of staff as well as students through Odisha Computer Point which is a joint venture of Government of Odisha.
- College administers regular Feedbacks to major stake holders, viz. students, parents, Alumini, which are then collected, content analysed and appropriate action taken on that basis.
- College has a vast play ground for outdoor games, Indoor court for Badminton and Table Tennis and also has Multigym facilities.
- College has adopted two local villages under NSS scheme,
- College conducts regular philanthropic
- activities in a nearby orphanage as part of its institutional social responsibilities
- College publishes results online.
- College provides Banking and Postal facilities on campus.
- College makes available the questions of previous years on its website.
- College provides facilities for Divyang for smooth access to the buildings and arranges special rooms for them at the time of examination.

- College encourages active research of faculties.
- A large number of teachers have Doctoral and Postdoctoral Qualifications, have wide publications in National and International Journals.
- Many Teachers are registered Ph.D supervisors in many universities across the state.
- College has its own Research Journal named as " Fakir Mohan Autonomous Research Journal"(FARJ).

Teaching-learning and Evaluation

- Focus on Face to Face learning.
- Regular Tutorials
- Proctorials
- Guidance Provided by the Mentors.
- Active on-campus interactions of students with teachers.
- Continuous monitoring of learning through Mid-Sem and End semester.
- Weekly departmental seminar of students under the guidance of faculties.
- Yearly departmental seminars under programmes like "Learn from Masters"
- Cross-cutting awareness through programmes like "Beyond the Familiar".
- E-Teaching facility

Research, Innovations and Extension

- A fair number of teachers are registered with various Universities as Research supervisors.
- Teachers act as members of Board of Studies of the parent College and University as well as of different autonomous Colleges of the state.
- Teachers act as Members of Editorial boards of various ISSN Journals.
- Teachers act as Chairpersons, as well as members of University Research Committee and University Subject Research Committee.
- Teachers regularly publish Research articles in National and International Journals.
- The college has a dedicated research journal FARJ (Fakir Mohan Autonomous College Research Journal) which provides a platform for the new and upcoming researchers.
- The PG Dept. of Odia brings out an Annual Research Journal- "Byasya Dipika"(ISSN:2395-6313).
- The college has been identified as a Research Centre by the Parent university for such subjects as Commerce, Physics, Mathematics, Political Science, Odia, Hindi, Psychology and Botany.
- Teachers are engaged in course Designing of institutes such as Odisha State Open University.
- Teachers are approved counsellors of various UG and PG programme of IGNOU and OSOU.
- The college provides study extension through the IGNOU , the OSOU and the Computer Point.
- The college channels the youth power to social constructive activities through vibrant N.C.C, (Army- Boys and Girls), N.C.C.(Navy-Boys and Girls) N.S.S.(Boys and girls) , Y.R.C. and Rovers and Rangers, Scouts wings.
- N.C.C. cadets have brought laurels by participating in the Republic Day celebration : the NSS has adopted villages for sanitation under the supervision of the trained Programme Officers.: the youth Red-Cross wing organises periodic Blood donation camps.

- Students under the supervision of counsellors of various bodies conduct regular programmes on AIDS awareness, Gender Sensitization, Swachh Bharat, Swachh Paryatan, Waste Management, Democratic rights vis-à-vis Right to Public Services.

Infrastructure and Learning Resources

- The college has 03 interlinked campuses;- The Main Block, The commerce Block and The East Campus .
- The college has 02 boys hostel and 01 Girls Hostel which accommodate 300 boys and 125 girls respectively.
- The college has a 100 seated Hostel for the SC students.
- A new Boys' hostel for 300 students and a Girls' hostel for 400 students are ready to be occupied.
- College has a state of the art conference Hall to cater to the needs of Seminars/ Conferences and Government sponsored meetings.
- College has a Language Lab with 50 computers for e-literacy.
- College has a well equipped and net connected computer Hub, under management of qualified Lab Director, to provide computer education to students .
- There is a full- time Police Beat House on the Campus.
- The college has permanent stage- **UTTARAYANA MANCHA** - for theatre performances.
- the college has a renovated play ground carpeted with "Brazilian Grass Patches", the green kept alive by water sprinklers, surrounded by lighted pavements.
- The College has well appointed Multi-Gym.
- The college has an Indoor Badminton court.
- the College runs a Cooperative store to provide educational aids to the bonafide students at concessional rates.
- The college has a furnished guest House to provide transitory accommodation to visiting dignitaries and the faculty members.
- The college has a well- appointed Girls' Common room with facilities for Potable water, Pad vending and pad incineration.
- The college has a boys' common room with provisions for wash room and purified and cooled water.
- The college has a foot overbridge to connect the Commerce block with the Main Block; the Bridge provides an escape hatch to the students during the rush hours on the college road.
- The college has Sub-Post Office with core banking facilities and branch of state bank of India on the Campus.
- The college has a special room to house office of the Alumini Association.
- The college runs a UGC sponsored Scheme of Community college.
- The College has well laid Laboratory for UGC sponsored B.Voc. Programme.

Student Support and Progression

The College is committed to support every student in all possible ways;

- A student is issued books from the Central Library as well as from the Departmental Seminar Library.
- Students are given access to the Reading room as well as to E-Resources.

- Students are given access to the INFILBNET.
- The Language Lab and the computer hub, Computer Point aid the students in acquisition of communicative skill and computer proficiency respectively.
- The Extension Services such as the NCC, the NSS, the YRC etc. help the students build the holistic personality.
- The college runs a Self Defence Training Programme for the Girl students to arm them with basic techniques to defend themselves in adverse situations, if any.
- Yoga Trainings and Meditation camps are organised regularly for the physical and mental wellbeing of the students.
- Various Scholarships such as E-Medhabruti "PRERANA" of government of Odisha financially support the students in their academic pursuit.
- A Career and Counseling Cell works round the year for enabling students to upgrade their skills in consonance with the market needs. The Cell also invites companies for Campus recruitments.
- The various student bodies hone the leadership qualities of the students and foster the team spirit.
- Students are sponsored to participate in various cultural and sports Meets organised by the state government and the Centre.
- Various cells, viz : 1. Equal opportunity cell 2. OBC cell 3. Anti-ragging and anti harassment cells function to ensure a discrimination free growth of the students.
- The college has a Vibrant Alumni Association that encourages students to ploughback their energy for the Growth of the Institute.
- The Progress of the students is monitored by the system of continuous evaluation such as Mid Sem and End-Semester Examinations, Weekly Departmental Seminars, Annual Workshops and Conferences, Proctorial and tutorial classes.
- Regular Parent-Teacher and Mentor-student Meetings are held to assess the growth of the students and to initiate remedial action thereon.
- A student survey is conducted on regular basis to assess the student needs.
- The Grievances of the students with regard to academic and co-curricular activities are addressed expeditiously.
-

Governance, Leadership and Management

- The College being a Government Organisation of the Government of Odisha is run in accordance with the Government rules formulated from time to time.
- The college figures in the list of colleges recognised by the UGC under 2(f) and 12B and the therefore abides by the Academic stipulations set by the UGC.
- The Principal is the administrative head and acts as the liaison between the Government and all other employees and students.
- The College administration is completely decentralised.
- The college has four statutory bodies formed in accordance with UGC guidelines issued to Autonomous Colleges such as (1) Executive Committee, (2) Academic council, (3) Board of Studies, (4) Finance Committee to look after the administrative, academic and fiduciary management of the college respectively.
- The non-statutory bodies such as the Admission committee, Examination Committee, Grievance Redressal committee etc. to help the college administration.

- The inputs provided by the Alumini and the Parents of the wards as stakeholders are factored in the running of the college.
- The college has the UGC committee to monitor the implementation of the UGC funded programmes.
- The principal reviews the performance of individual teachers as well as individual members of non-teaching staff through PAR available on HRMS and the CCR available by DHE respectively.
- Based on Feedback received from the students the teachers are issue appreciation letters or personally counselled for improvement.
- The IQAC continuously monitors all the Quality initiatives of the college as well as its academic trajectory.
- The utilisation of funds received from the Government, the UGC and other funding agencies such as the the WORLD BANK under the OHEPEE, and the RUSA schemes, the ICSSR etc. is audited by Government appointed officials.
- In order to achieve greater financial transparency the college has proposed to conduct all financial transactions online.

Institutional Values and Best Practices

- College promotes excellence in through sustained academic engagements.
- Students with potential to excel are encouraged and groomed while the weak learners are hand- held and pulled up to the level playing field, by personalized attention.
- Periodic Gender Sensitization programmes for students and members of the staff.
- Incentivization of the weaker section of the society such as SC, ST, MINORITY and OBC students through scholarships,
- Enabling the Diblyang by provision of Ramps, for ease of access, the Braille for ease of reading and the availability of scribes for writing the examinations.
- Promotion of Physical wellbeing through Sports, Games and the Yoga and Meditation.
- Institutional Social Responsibility by providing by Humanitarian and social services to the adopted villages by the NSS guild.
- Organisation of Blood donation camps by YRC.
- Fostering a Family environment in the orphanage at "MATHANI" through Health care, Hygiene drive, E-Literacy drive, Yoga and community feast.
- Continuous cultural Engagement , especially by Fakir Mohan Natya Parishad ,a cultural organization of the college which has been staging plays since 1950.
- Strict Anti-ragging measures to protect the freshers.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	FAKIR MOHAN AUTONOMOUS COLLEGE, BALASORE
Address	PLOT NO.256 STREET NO. AZIMABAD DIST. BALASORE
City	BALASORE
State	Orissa
Pin	756001
Website	www.fmcollege.nic.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	SRIMOY DAS ADHIKARY	06782-262018	9437261864	06782-26872 9	fmcollegebalasore @yahoo.com
IQAC Coordinator	SURESH CHANDRA NAYAK	06782-	9437183206	06782-26478 3	scnayak61@gmail. com

Status of the Institution	
Institution Status	Government

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details

Date of Establishment, Prior to the Grant of 'Autonomy'	06-07-1944
Date of grant of 'Autonomy' to the College by UGC	11-08-2000

University to which the college is affiliated

State	University name	Document
Orissa	Fakir Mohan University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC	06-07-1944	View Document
12B of UGC	28-03-2014	View Document

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
NCTE	View Document	02-05-2016	48	RECOGNITION IS TEMPORARY

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	WORLD BANK SCHEME OF ODISHA HIGHER EDUCATION PROGRAMME FOR EXCELLENCE AND EQUITY
Date of recognition	13-10-2017

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	PLOT NO.256 STREET NO. AZIMABAD DIST. BALASORE	Urban	17.778	18500

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BCom, Commerce	36	PLUS TWO	English	256	256
UG	BBA,Bba	36	PLUS TWO	English	60	54
UG	BSc,Physics	36	PLUS TWO	English	32	27
UG	BSc,Chemistry	36	PLUS TWO	English	32	28
UG	BSc,Botany	36	PLUS TWO	English	32	32
UG	BSc,Mathematics	36	PLUS TWO	English	32	21
UG	BSc,Zoology	36	PLUS TWO	English	40	38
UG	BSc,Computer Science	36	PLUS TWO	English	32	31
UG	BA,Odia	36	PLUS TWO	English	48	43
UG	BA,English	36	PLUS TWO	English	32	21
UG	BA,Hindi	36	PLUS TWO	English	16	16
UG	BA,Urdu	36	PLUS TWO	English	8	8
UG	BA,Sanskrit	36	PLUS TWO	English	32	26
UG	BA,Economics	36	PLUS TWO	English	72	67
UG	BA,Education	36	PLUS TWO	English	32	28

UG	BA,History	36	PLUS TWO	English	64	35
UG	BA,Philosophy	36	PLUS TWO	English	48	20
UG	BA,Polsc	36	PLUS TWO	English	72	59
UG	BA,Psychology	36	PLUS TWO	English	32	29
UG	BA,Sociology	36	PLUS TWO	English	16	13
UG	BA,Statistics	36	PLUS TWO	English	8	1
UG	BA,Geography	36	PLUS TWO	English	16	8
UG	BSc,Geology	36	PLUS TWO SCIENCE	English	16	16
UG	BA,Anthropology	36	PLUS TWO	English	16	4
UG	BVoc,Bvoc	36	PLUS TWO	English	50	26
UG	BEd,Ba Bed	48	PLUS TWO ARTS.	English	50	50
UG	BEd,Bsc Bed	48	PLUS TWO SC.	English	50	50
PG	MSc,Pg Mathematics	24	B.Sc. Mathematics	English	32	32
PG	MSc,Pg Physics	24	B.Sc. Physics	English	16	13
PG	MA,Pg Polsc	24	BA Pol.Sc.	English	32	31
PG	MA,Pg Odia	24	BA ODIA	English	32	31
PG	MCom,Pg Commerce	24	B.Com	English	72	72
PG	MSc,Pg Botany	24	B.Sc. BOTANY	English	32	31
PG	MA,Pg Psychology	24	BA PSYCHOLOGY	English	32	29
PG	MA,Pg Hindi	24	BA HINDI	English	32	26

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				10				88			
Recruited	0	0	0	0	6	4	0	10	26	15	0	41
Yet to Recruit	0				0				47			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				109
Recruited	52	6	0	58
Yet to Recruit				51
Sanctioned by the Management/Society or Other Authorized Bodies				19
Recruited	13	0	0	13
Yet to Recruit				6

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				6
Recruited	6	0	0	6
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	1	0	0	1
Ph.D.	0	0	0	3	4	0	5	6	0	18
M.Phil.	0	0	0	2	0	0	5	4	0	11
PG	0	0	0	1	0	0	11	2	0	14

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	1	0	0	1
Ph.D.	0	0	0	0	0	0	2	2	0	4
M.Phil.	0	0	0	0	0	0	0	1	0	1
PG	0	0	0	0	0	0	1	0	0	1

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	14		23		37

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	159	0	0	0	159
	Female	267	0	0	0	267
	Others	0	0	0	0	0
UG	Male	1550	0	0	0	1550
	Female	1430	0	0	0	1430
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	262	283	290	284
	Female	177	199	205	230
	Others	0	0	0	0
ST	Male	220	252	262	264
	Female	131	160	228	228
	Others	0	0	0	0
OBC	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
General	Male	1185	1189	1121	1161
	Female	1271	1267	1155	1239
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		3246	3350	3261	3406

2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

Department Name	Upload Report
Anthropology	View Document
Ba Bed	View Document
Bba	View Document
Botany	View Document
Bsc Bed	View Document
Bvoc	View Document
Chemistry	View Document
Commerce	View Document
Computer Science	View Document
Economics	View Document
Education	View Document
English	View Document
Geography	View Document
Geology	View Document
Hindi	View Document
History	View Document
Mathematics	View Document
Odia	View Document
Pg Botany	View Document
Pg Commerce	View Document
Pg Hindi	View Document
Pg Mathematics	View Document
Pg Odia	View Document
Pg Physics	View Document
Pg Polsc	View Document
Pg Psychology	View Document
Philosophy	View Document
Physics	View Document

Polsc	View Document
Psychology	View Document
Sanskrit	View Document
Sociology	View Document
Statistics	View Document
Urdu	View Document
Zoology	View Document

NAAC

3. Extended Profile

3.1 Program

Number of programs offered year-wise for last five years

2017-18	2016-17	2015-16	2014-15	2013-14
30	30	28	28	25
File Description			Document	
Institutional Data in Prescribed Format			View Document	

3.2 Students

Number of students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1092	1173	1174	1168	999
File Description			Document	
Institutional Data in Prescribed Format			View Document	

Number of outgoing / final year students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
888	986	829	825	862
File Description			Document	
Institutional Data in Prescribed Format			View Document	

Number of students appeared in the examination conducted by the Institution, year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1051	1035	904	885	907
File Description			Document	
Institutional Data in Prescribed Format			View Document	

Number of revaluation applications year-wise during the last 5 years

2017-18	2016-17	2015-16	2014-15	2013-14
41	15	12	20	19

3.3 Teachers**Number of courses in all programs year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
31	31	29	29	26

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of full time teachers year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
42	40	40	36	32

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of sanctioned posts year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
98	76	76	76	76

File Description	Document
Institutional Data in Prescribed Format	View Document

3.4 Institution**Number of eligible applications received for admissions to all the programs year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
4154	5746	4957	5276	5210

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1350	1350	1312	1500	1087

File Description	Document
Institutional Data in Prescribed Format	View Document

Total number of classrooms and seminar halls

Response: 60

Total number of computers in the campus for academic purpose

Response: 122

Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
86.83	126.50	266.15	44.92	41.13

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curriculum Design and Development

1.1.1 Curricula developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the Institution

Response:

Fakir Mohan Autonomous College adopted the CBCS curricula in the 2015-16 academic session at the U.G. level and in the 2018-19 academic session at the P.G. level. The College is permitted to make modifications to the extent of 20 percent in the curriculum as per the directives of the Government of Odisha. Modifications are done to accommodate the local / national /regional / global developmental needs. The need-based change in curriculum is incorporated by the Boards of Studies constituted for each subject, which is subsequently ratified by the Academic Council. The Academic Council comprises members from varied sections of society such as the institutes of Higher Education, Industry and other fields.

Every course offered by the college gives the students an in-depth knowledge which brings about a qualitative change in their perception of things and in their worldview. To that extent, they undergo a transformation. The course outcome consists in the students becoming eligible for greater employment opportunities. They also become eligible for pursuit of higher education and research in the chosen field. Thereby, they also qualify for an economic upward mobility. The education thus imparted inculcates in them certain values which make them responsible citizens. They are now equipped with necessary skills and a strong value base to tackle challenges of not only the micro level but also of the macro level.

The Outcome of the Programmes offered by the college is to educate the students about the value of symbiotic living, sustainable development, scientific temperament, rational thinking, analytical and logical reasoning and the maxim of "Live and Let Live".

The Programme Specific Outcome can be measured in two ways: 1) Vocational Courses like Diploma and B. Voc. Degree in Tourism and Hospitality management have updated and augmented the existing skills of the students. As a result, their employability skill has been enhanced, making them eligible to be absorbed into the industry sector. The location of Balasore district is highly strategic with regards to phased growth in tourism and hospitality sector. After the introduction of a Diploma and Degree Course in Tourism and Hospitality Management, the College has taken a step forward in securing employment to the pass out students. The College has signed an MOU with Hotel Nageswar (Hari Plaza) and has a tie-up with a number of hotels to provide internship training and placement to the pass out students. Students are offered various job opportunities in the Hospitality sector through regular JOB-Mela, Campus Drives held at NOCCI. 2) Courses like Environmental Science are instrumental in making the students conscious about the rich bio-diversity of the Balasore District. The district has a coastline running to a length of a little more than 80 kms. The coastal cover has been depleting fast over the years, making the entire district vulnerable to cyclonic storms. Due to increasing awareness about ecological balance there has been an appreciable increase in the activities, especially promotion of mangrove forests, plantation of Casurina and eco-friendly fish harvesting.

File Description	Document
Any additional information	View Document

1.1.2 Percentage of programs where syllabus revision was carried out during the last five years

Response: 100

1.1.2.1 How many programs were revised out of total number of programs offered during the last five years

Response: 28

1.1.2.2 Number of all programs offered by the institution during the last five years

Response: 28

File Description	Document
Minutes of relevant Academic Council/BOS meeting	View Document
Details of program syllabus revision in last 5 years	View Document
Any additional information	View Document

1.1.3 Average percentage of courses having focus on Employability/ Entrepreneurship/ Skill development during the last five years

Response: 17.19

1.1.3.1 Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
5	5	5	5	5

File Description	Document
Program/ Curriculum/ Syllabus of the courses	View Document
MoU's with relevant organizations for these courses, if any	View Document
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View Document
Average percentage of courses having focus on employability/ entrepreneurship	View Document
Any additional information	View Document

1.2 Academic Flexibility

<p>1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years</p> <p>Response: 21.43</p>	
<p>1.2.1.1 How many new courses are introduced within the last five years</p> <p>Response: 06</p>	
<p>1.2.1.2 Number of courses offered by the institution across all programs during the last five years</p> <p>Response: 28</p>	
File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
<p>1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented</p> <p>Response: 93.33</p>	
<p>1.2.2.1 Number of programs in which CBCS/ Elective course system implemented.</p> <p>Response: 28</p>	

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum

Response:

Fakir Mohan Autonomous College has assiduously developed its curriculum, integrating cross cutting issues, relevant to Gender, Environment, Sustainability, Human Values and Professional Ethics. In Sociology, the curriculum offers a Core Course in Gender and Equality (C.C.VI). Students are initiated to a deeper understanding of Indian social dynamics focusing on Gender Equality and Women's Empowerment.

Political Science paper (DSE-VI) extensively covers issues of Women's power and politics, wherein the students get a historical account of the paradigm shift in the political empowerment of Women over the last few decades. The works of Mahasweta Devi on Women's Empowerment (translated by Gayatri Chakravarty) have made their entries into the curriculum of Elective Course. The College also organizes extramural lectures on Gender equality and Women's empowerment at regular intervals to sensitize students about rights and duties.

Fakir Mohan College acts as the nodal centre of the district for self-defence programme of the State Govt. providing master trainers to all the affiliated colleges of the district. The spirit of human values is taught through Gandhian Ethos in Philosophy (DSE Paper-I). Professional Ethics taught to Commerce Students covers a wider domain in the present social context. In Commerce, the course in entrepreneurship widely covers the core issues of professional ethics. An independent entrepreneur is given the training to build up an enterprise with honesty and commitment. The entrepreneurs, with negligible collateral security are groomed through professional effort. They are taught as to how commercial banks act as true partners as long as transparency remains the cornerstone of mutual trust. Students are taught how profit in any business always comes with a fair degree of responsibility and how honest tax compliance not only contributes to nation building but also generates new avenues of secondary employment. It is important to sensitize how through GST there has been significant tightening of the tax net, while there are still areas in the unorganized sector which gives the nation a slip. An entrepreneur, however small he/she may be, may bear the vision to contribute sustainably to corporate governance and social order. Environmental Science Studies (EVS) is another subject which covers the issue of sustainability in a big way. We have arrived at a stage where development can only be meaningful if it is sustainable. Our planet has already paid a heavy price for ignoring this simple truth and as future citizens of the country they can ill afford to ignore this harsh reality.

The UG Honours subjects like Zoology, Botany and Compulsory subjects like Environmental Science,

which sensitize the students to the burning environmental issues like Water Pollution and Air Pollution and some other factors degrading the environment by plaguing the world in general and our nation in particular, are focussed on.

UG Honours subjects like Philosophy, Psychology, History and Sanskrit teach the basic value system in the context of Indian Ethos.

File Description	Document
Any additional information	View Document

1.3.2 Number of value-added courses imparting transferable and life skills offered during the last five years

Response: 3

1.3.2.1 How many new value-added courses are added within the last 5 years

Response: 03

File Description	Document
List of value added courses	View Document
Brochure or any other document relating to value added courses	View Document
Any additional information	View Document

1.3.3 Average percentage of students enrolled in the courses under 1.3.2 above

Response: 11.33

1.3.3.1 Number of students enrolled in value-added courses imparting transferable and life skills offered year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
126	111	100	200	100

1.3.4 Percentage of students undertaking field projects / internships

Response: 26.1

1.3.4.1 Number of students undertaking field projects or internships

Response: 285	
File Description	Document
List of programs and number of students undertaking field projects / internships	View Document
Any additional information	View Document

1.4 Feedback System

<p>1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni 5) Parents for design and review of syllabus Semester wise /year-wise</p> <p>A. Any 4 of above</p> <p>B. Any 3 of above</p> <p>C. Any 2 of above</p> <p>D. Any 1 of above</p> <p>Response: A. Any 4 of above</p>	
File Description	Document
Any additional information	View Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View Document
URL for stakeholder feedback report	View Document

<p>1.4.2 Feedback processes of the institution may be classified as follows:</p> <p>A. Feedback collected, analysed and action taken and feedback available on website</p> <p>B. Feedback collected, analysed and action has been taken</p> <p>C. Feedback collected and analysed</p> <p>D. Feedback collected</p> <p>Response: A. Feedback collected, analysed and action taken and feedback available on website</p>	
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File Description	Document
Any additional information	View Document
URL for feedback report	View Document

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Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Response: 0

2.1.1.1 Number of students from other states and countries year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description

Institutional data in prescribed format

Document

[View Document](#)

2.1.2 Demand Ratio(Average of last five years)

Response: 1.62

2.1.2.1 Number of seats available year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
3261	3350	3246	3041	2856

File Description

Demand Ratio (Average of Last five years)

Document

[View Document](#)

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Response: 59.56

2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
985	894	797	618	616

File Description	Document
Average percentage of seats filled against seats reserved	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

Response:

As the admission is centrally monitored by the state through SAMS (Student Admission and Management System), the task of the college really begins after the admission, through an induction meeting. Subsequently, the students attend an orientation meeting and are given a modest appraisal of the curriculum offered, of various extension activities, availability of various scholarships etc. The learning outcomes are initially assessed through practical and tutorial classes for Science, Liberal Arts and Commerce streams respectively. Tutorial classes give special emphasis to slow learners and special assignments are given to bring them at par with others. In Science, skilful handling of electronic gadgets and computers are properly monitored, taken care of through demonstration and group assignments.

Very often, teachers identify weak students for Remedial English classes. Students belonging to the weaker section of society, i.e. SC/ST etc., are always given the scope to improve through remedial classes. The college has a vibrant computer Hub which is made available to one and all alike for e-learning. Remedial measures are also taken to develop Soft Skills and Communicative English which are mandatory for better employment opportunities.

The advanced learners are identified after the Midterm examinations. They are exposed to ICT based learning aids, NPTEL and e-resources available via INFLIBNET. It is a matter of great satisfaction that many Science departments have come forward to expose the students to various lectures in NPTEL and the results are palpable.

An MOU has been signed with Odisha State Open University (OSOU), whereby the advanced learners get the benefit of obtaining collateral degrees together with the regular one. Many advanced learners also opt for simultaneous certificate courses in IGNOU and OSOU Modular Programmes. Online special certificate courses also find favour with some of the bright advanced learners.

As education is the confluence of Students, Teachers and the Parents, the College regularly organizes meetings with the parents in respective departments.

Educational Facilities available:

1. Career and Counselling Cell has conducted different programmes with career options which enable students to study abroad in reputed foreign universities as well as in universities of national importance.
2. To take up courses from MOOCS for credit transfer from SWYAM and NPTEL which is

considered for earning additional credits.

3. Meritorious students can do the final year projects entirely in an industry or research organisation like Institute of Physics, DRDO, Chandipur and Institute of Mathematics, Bhubaneswar.
4. Competent students are fully sponsored to present papers in national and international conferences.
5. Coaching for banking, UGC-NET /CAT and other competitive examinations are provided by reputed agencies through Career and Counselling Cell of F.M.Autonomous College.
6. Special placement drives are organized in the form of training by recruiters themselves and other leading training agencies at NOCCI, Balasore where Job Mela is regularly organised.

File Description	Document
link for additional information	View Document

2.2.2 Student - Full time teacher ratio	
Response: 26	
File Description	Document
Any additional information	View Document

2.2.3 Percentage of differently abled students (Divyangjan) on rolls	
Response: 0.82	
2.2.3.1 Number of differently abled students on rolls	
Response: 09	
File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences
Response:
Learning in Higher Educational institutes is basically student-centric. The student-centric impact is primarily achieved in a structured way at different levels. In academics, students-centric learning is primarily through class room teaching, field and project study, focus on self-study and independent

learning,. Engaging students in co-curricular activities within and outside the college, through various support systems and activities, makes them conscious of their social responsibilities.

Sometimes workshops are arranged on specific socio-cultural issues so as to encourage the students to develop independent thinking. For example, many students volunteer to work in social organisations in their leisure time.

Theory and Praxis

1. Around 20% of the credits of courses has been changed as per directives of the Department of Higher Education, Government Of Odisha.
2. Courses which have both theory and practical components are introduced.
3. Active learning Language Lab classes for improving spoken English.
4. Practical training for Computer Science Honours students.
5. Periodic Industrial visits / study tours of Dept. Of Anthropology, History, Education etc. conducted.
6. Industrial internships in renowned hospitality industries for DTHM course.
7. Provision in the curriculum for MOOC courses,/ SWYAM /NPTEL with academic credits.
8. Advanced level of experiments in Physics, Chemistry and Zoology designed.
9. Industrial Training during vacation period, with non-academic credits transfer.
10. Introduction of Modular courses with collaboration of OSOU, Sambalpur for Non-Credit courses..
11. Minor research projects for teachers sponsored by UGC.
12. Training imparted to the students by recruiters and renowned agencies. Training imparted for Higher Studies (for students interested to pursue PG level courses), Bankin, CAT, NET, JAM, etc.
13. Every course is structured to contain 20% weightage of short type questions, to test the depth of understanding of concepts at PG level from the year 2018-19.

File Description	Document
Link for Additional Information	View Document

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Response: 90.48

2.3.2.1 Number of teachers using ICT

Response: 38

File Description	Document
List of teachers (using ICT for teaching)	View Document
Provide link for webpage describing the " LMS/ Academic management system"	View Document

2.3.3 Ratio of students to mentor for academic and stress related issues

Response: 12.55

2.3.3.1 Number of mentors

Response: 87

File Description	Document
Any additional information	View Document

2.3.4 Preparation and adherence to Academic Calendar and Teaching plans by the institution

Response:

Soon after the orientation meeting, each student is provided with a syllabus containing detailed information of the course contents, as well as an exhaustive list of books and literature. The academic Progress Register cum Lesson Plan is strictly followed in accordance with the academic calendar provided by the Dept. of Higher Education, Government of Odisha. Teachers follow the lesson plan for the completion of courses. Progress registers are maintained by individual teachers and submitted to the Principal at the end of every month. While taking stock of class room progress, attention is given to the basic objective of CBCS course structure and the pattern of questions the students are likely to get in both midterm and end term examinations. Uploaded academic calendar of 5 years is available in the website.

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Response: 47.52

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

Response: 6.99

2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	02	03	03	03

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	View Document
Any additional information	View Document

2.4.3 Teaching experience per full time teacher in number of years

Response: 0.3

2.4.3.1 Total experience of full-time teachers

Response: 12.6

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

Response: 97.37

2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
12	5	8	6	6

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

Response: 0

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	View Document

2.5 Evaluation Process and Reforms

2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results during the last five years

Response: 45

2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
45	45	45	45	45

File Description	Document
List of programs and date of last semester and date of declaration of result	View Document
Any additional information	View Document

2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

Response: 2.21

2.5.2.1 Number of complaints/grievances about evaluation year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
41	15	12	20	19

File Description	Document
Any additional information	View Document

2.5.3 Average percentage of applications for revaluation leading to change in marks during the last five years

Response: 100

2.5.3.1 Number of applications for revaluation leading to change in marks year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
41	15	12	20	19

File Description	Document
Any additional information	View Document

2.5.4 Positive impact of reforms on the examination procedures and processes including IT integration and continuous internal assessment on the examination management system

Response:

Fakir Mohan Autonomous College has completely recast the Examination Regulation in 2018 in pursuance of CBCS curriculum. The institution has successfully done away with the age-old notion of Honours and Distinction by adhering to the parameters of CGPA. The College has gone for continuous evaluation through Midterm exam held prior to End-Sem exam. A time bound strategy is strictly maintained for the publication of the results of Mid Sem and End Sem, which are uploaded online in the college website. A student is given a chance to look into his/her evaluated scripts. In the event of a student not securing enough marks to clear the examination, a statutory form is made available online in the prescribed format in the college website, so as to enable him/her to sit for the next semester for improvement. Answer scripts are coded before they are handed over to teachers for evaluation in order to maintain secrecy, sanctity and impartiality.

The Impact of Examination Reforms is as follows:

- Results of Internal Assessment Exam / Mid Term is announced within three days, and results of End Semester Examination published within forty-five days.
- IT integration approach through www.fmcollege.nic.in website result publication.
- Central coding of answer scripts by faculty.
- Result processing is fully automated and send to University for vetting.

The Examination Process is as follows:

- Appointment of Examiners for Practical Examinations/ Viva before the commencement of Practical Examinations within specified time period.
- Appointment of Chief Superintendent and Asst. Superintendents for conducting theory examinations of UG and PG of every semester.
- Appointment of Deputy Controllers of Examination for smooth conduct of examinations.
- Appointment of flying squad members and internal squads for ensuring smooth conduct of the examinations

The Evaluation Process of Examination is as follows:

- Appointment of Examiners and Scrutinisers for script evaluation.
- Examiner list for allotment of evaluation are recommended by the HODs as well as members of Board of Studies. It is also the discretionary power of the Controller of Examination to appoint the above mentioned personnel.

The Announcement of Result is as follows:

- Organizing the Result-Processing meeting with Principal and Board of Studies members.
- Approval of Results obtained from The Registrar and The Vice Chancellor of F.M.University, Balasore.
- Declaration of results within 45 days.
- Review of answer scripts / re-checking / re-totalling of marks of students on request.
- Providing Xerox copy of answer scripts to the students.
- Issue of Degree Certificates on the day of Convocation of F.M.University every year.
- Examination Grievance Cell is fully operated by Deputy Controller of Examinations.

Procedure of Review of Answer Scripts:

In case any student feels aggrieved about the final outcome of the assessment in any course, the student shall apply to the Controller of Examinations, along with the prescribed fee, for the review of end semester examination answer script, within the stipulated time period, after the announcement of the results of the examinations.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

2.5.5 Status of automation of Examination division along with approved Examination Manual
A. 100% automation of entire division & implementation of Examination Management System (EMS)

B. Only student registration, Hall ticket issue & Result Processing

C. Only student registration and result processing

D. Only result processing

Response: E. Only manual methodology

File Description	Document
Current manual of examination automation system and Annual reports of examination including the present status of automation	View Document
Current Manual of examination automation system	View Document
Any additional information	View Document
Annual reports of examination including the present status of automation	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students

Response:

1. Programme Outcome:

- **UG level :** (a) Acquiring a Degree in any stream, Viz Arts/ Science/ Commerce. Students get semi-skilled jobs in Govt. and Pvt. Sector., (b) Many students become successful entrepreneurs., (c) A student gets the right platform to prosecute higher studies of his/her choice. (d) A student is empowered with right-consciousness and ethical values to face real life situations as a competent citizen with the power to participate in the democratic policy wherein He/She can operate efficiently.
- **The Program Outcomes(PO) are published in:**
- Departmental Course files and Register of Course file is written by each faculty member.
- Programme Outcome is published / hosted on College **Website: www.fmcollege.nic.in**
- Lab Instructions are developed by the Demonstrator and Laboratory Assistants. The students are also made aware of the same through small groups /tutorial meetings of the department.
- Department Laboratory Rules and Regulations framed by HOD in consultation with Academic Bursar.
- Hard Copy of syllabus and Learning Outcomes are available in the departments for the ready reference of teachers and students.

File Description	Document
Link for Additional Information	View Document

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

Response:

College offers U.G. Programmes in 27 subjects and P.G. Programmes in 8 subjects. Obtaining a degree in graduation is an important milestone in the process of socialization. In fact, a graduate can act and operate as a responsible citizen.

Programme Outcomes:

1. B.A - A degree in Liberal Arts makes a student eligible for a competitive examination in Govt. / Non-Govt. sector and also for higher studies.
2. B.Sc.- A degree in Science empowers a student to prosecute higher studies or seek a job with semi-technical requirement.
3. B.Voc- Tourism and Hospitality sector offers direct employment.
4. B.B.A- Students may go either for M.B.A. or seek employment elsewhere.
5. P.G.- After a post-graduate degree, the knowledge area becomes specialized. However, knowledge and research is channelled towards specialized studies and innovations. The student now empowered, intellectually begins to contribute to the knowledge bank in a substantial way.

Programme Specific Outcomes:

1. B.A. – Students with a B.A. degree are eligible for competitions with all others for various Govt. / Pvt. Sector jobs which get conducted through competitive exams.
2. B.Sc- Students with a B.Sc. Degree may either opt for M.Sc. courses or a few others may go for B.Ed. courses.
3. B.Com.- Commerce graduates generally go for P.G. in Commerce; some join as interns in CA firms and some start their business as entrepreneurs.
4. The knowledge and skills described by the course outcomes are mapped to help the student overcome specific problems regarding End Semester Examination, internal exams and home assignments. Throughout the semester the faculty records the performance of each student on each course outcome. Average attainment in direct method = End Semester Examination (80%) + Internal assessment (20%).
5. The course outcomes are measured based on the course attainment level fixed by the program.

File Description	Document
Link for Additional Information	View Document

2.6.3 Average pass percentage of Students

Response: 89.1

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 940

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Response: 1055

File Description	Document
List of programs and number of students passed and appeared in the final year examination	View Document
Any additional information	View Document
Link for annual report	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Promotion of Research and Facilities

3.1.1 The institution has a well defined policy for promotion of research and the same is uploaded on the institutional website

Response: Yes

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View Document
Any additional information	View Document
URL of Policy document on promotion of research uploaded on website	View Document

3.1.2 The institution provides seed money to its teachers for research (average per year)

Response: 0

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
List of teachers receiving grant and details of grant received	View Document

3.1.3 Number of teachers awarded international fellowship for advanced studies/ research during the last five years

Response: 1

3.1.3.1 The number of teachers awarded international fellowship for advanced studies / research year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	01

File Description	Document
List of teachers and their international fellowship details	View Document
e-copies of the award letters of the teachers.	View Document
Any additional information	View Document

3.1.4 Institution has the following facilities

1. Central Instrumentation Centre
2. Animal House/Green House / Museum
3. Central Fabrication facility
4. Media laboratory/Business Lab/Studios
5. Research / Statistical Databases

A. Any four facilities exist

B. Three of the facilities exist

C. Two of the facilities exist

D. One of the facilities exist

Response: C. Two of the facilities exist

File Description	Document
Institutional data in prescribed format	View Document

3.2 Resource Mobilization for Research

3.2.1 Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution during the last five years (INR in Lakhs)

Response: 12.5

3.2.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	12.5	00	00

File Description	Document
List of project and grant details	View Document
e-copies of the grant award letters for research projects sponsored by non-government	View Document
Any additional information	View Document

3.2.2 Number of research centres recognised by University and National/ International Bodies

Response: 8

3.2.2.1 Number of research centres recognised by University and National/ International Bodies

Response: 08

File Description	Document
Names of research centres	View Document
Any additional information	View Document

3.2.3 Percentage of teachers recognised as research guides

Response: 20.83

3.2.3.1 Number of teachers recognised as research guides

Response: 10

3.2.3.2 Number of full time teachers worked in the institution during the last 5 years

Response: 48

File Description	Document
Details of teachers recognized as research guide	View Document
Any additional information	View Document

3.2.4 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Response: 0.21

3.2.4.1 Number of research projects funded by government and non-government agencies during the last five years

Response: 02

File Description	Document
Supporting document from Funding Agency	View Document
Any additional information	View Document
link to funding agency website	View Document

3.3 Innovation Ecosystem

3.3.1 Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge

Response:

Fakir Mohan Autonomous College has a separate Research Cell, comprising of faculty members from various departments of the institute for transfer of knowledge. Initiatives are undertaken at the institutional level, such as-

1. Dr. Jayashree Mishra, Asst. Prof. of Psychology, acts as distinguished member in the District Medical Board for providing expertise as a trained Clinical Psychologist.
2. Members of the teaching faculties of Commerce Department offer tax advice gratis. The tax advice covers direct taxes (Income Tax) and GST as well.
3. Publication of Research Journal "FM Research Journal" (FARJ).
4. Research Proposals for different funding agencies like ICSSR, ICSSR and Indian Historical Organisation.
5. Participation in and organization of conferences, workshops by the different departments.
6. Participation in collaborative research work with the ICSSR and DRDO.
7. Signing MOU with Odisha State Open University, Sambalpur for adopting and sharing study materials of different courses.

File Description	Document
Any additional information	View Document
link for additional information	View Document

3.3.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry - Academia Innovative practices during the last five years

Response: 56

3.3.2.1 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
32	06	10	04	04

File Description	Document
List of workshops/seminars during the last 5 years	View Document

3.3.3 Number of awards for innovation won by institution/ teachers/ research scholars/students during the last five years**Response: 1**

3.3.3.1 Total number of awards for innovation won by institution/teachers/research scholars/students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
01	00	00	00	00

File Description	Document
List of innovation and award details	View Document

3.3.4 Number of start-ups incubated on campus during the last five years**Response: 1**

3.3.4.1 Total number of start-ups incubated on campus year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
01	00	00	00	00

File Description	Document
List of startups details like name of startup, nature, year of commencement etc	View Document
e- sanction order of the Institution for the start ups on campus	View Document

3.4 Research Publications and Awards

3.4.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research	
Response: No	
File Description	Document
Institutional data in prescribed format	View Document

3.4.2 The institution provides incentives to teachers who receive state, national and international recognition/awards	
Response: Yes	
File Description	Document
e- copies of the letters of awards	View Document

3.4.3 Number of Patents published/awarded during the last five years				
Response: 0				
3.4.3.1 Total number of Patents published/awarded year-wise during the last five years				
2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00
File Description	Document			
List of patents and year it was awarded	View Document			

3.4.4 Number of Ph.D.s awarded per teacher during the last five years	
Response: 0.91	
3.4.4.1 How many Ph.Ds are awarded within last 5 years	

Response: 10

3.4.4.2 Total number of teachers recognised as guides during the last 5 years

Response: 11

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
URL to the research page on HEI web site	View Document

3.4.5 Number of research papers per teacher in the Journals notified on UGC website during the last five years

Response: 2.74

3.4.5.1 Number of research papers in the Journals notified on UGC website during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
60	14	10	10	10

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document

3.4.6 Number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings per teacher during the last five years

Response: 0.84

3.4.6.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
10	06	06	06	04

File Description	Document
List books and chapters in edited volumes / books published	View Document

3.4.7 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Response:

3.4.8 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution

Response:

3.5 Consultancy

3.5.1 Institution has a policy on consultancy including revenue sharing between the institution and the individual

Response: No

File Description	Document
Soft copy of the Consultancy Policy	View Document
Any additional information	View Document
URL of the consultancy policy document	View Document

3.5.2 Revenue generated from consultancy during the last five years

Response: 0.1

3.5.2.1 Total amount generated from consultancy year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0.1	00	00	00	00

File Description	Document
List of consultants and revenue generated by them	View Document

3.5.3 Revenue generated from corporate training by the institution during the last five years

Response: 0

3.5.3.1 Total amount generated from corporate training by the institution year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
List of teacher consultants and revenue generated by them	View Document

3.6 Extension Activities

3.6.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Response:

As an institution of Higher learning, F.M. Autonomous College feels that good academics must conjoin with societal issues. Students learn better about good life within the context of their works, both inside and outside the classrooms. In fact, education about good life is a lifelong learning. There can be no better place to learn about good life other than Indian villages, considered as human capital of India.

F.M. Autonomous College has two units in N.S.S, a Boys' unit and a Girls' unit. N.S.S. Boys' unit and Girls' unit have taken up "Mendhasul" and "Tulanga Sahi" as the adopted villages respectively. The following welfare activities of NSS performed there are listed chronologically.

NSS wing makes efforts in implementing the following schemes:

- Traffic Control Awareness Programme with District Traffic Superintendent, Balasore.
- Tree Plantation
- Literacy program for the elderly
- Cleanliness campaigns in adopted villages
- Road shows highlighting the necessity of wearing helmets and cultivating the spirit of national integration
- Campus cleaning
- Awareness programs on government welfare schemes like Swacch Bharat, Digital India, Drug abuse, Aids, Road safety, Gender issue, etc
- Blood donation camps
- Open house discussion for rural students
- Provision of computer literacy awareness programme
- Conduct of motivational camps.

Special initiatives of Adopted village Mathani village by the NSS wing of the F.M.Autonomous College.

SL. No.	Date	Session	Activities
1	15.07.2014	2014-15	Campus Cleaning
2	15.08.2014	2014-15	Campus Cleaning
3	2.10.2014	2014-15	Campus Cleaning
1	26.01.2015	2015-16	Campus Cleaning
2	08.03.2015	2015-16	Swachhata
3	15.08.2015	2015-16	Campus Cleaning
1	02.07.2016	2016-17	Plantation Programme
2	12.08.2016	2016-17	Youth Day
3	15.08.2016	2016-17	Swachha Bharat Abhiyan
1	26.01.2017	2017-18	Swachha Bharat a Maha Sangram
2	26.01.2018	2017-18	Campus Cleaning
3	02.08.2018 to 22.08.2018	2017-18	Swachhata Pakhwada

College has an NCC Army wing (Boys) and (Girls) and also a naval wing. Lt. Dr. Bidyut Prava Das heads the girls' wing as ANO, Sri A.K. Panda acts as the CTO, Army wing and Sri J.P. Mohanta acts as the CTO of Naval wing. The College has a glorious history of NCC. Sri Krupanidhi Mohalik got selected to participate in RDC-2019 in New Delhi. Sri Bharat Chandra Jena, a 3rd year cadet, participated as best cadet for the session 2018. He got Cadets Award (GP HQ level) 2018. NCC Naval wing participated in various rallies and awareness programmes like "The Gopabandhu Sadbhavana Jyoti Yatra" held on 09.11.2018 at Public School ground and Air Force Awareness Programme organized by ISRO. The **70th** NCC Day was celebrated in the college campus on 25.11.2018.

College has adopted an orphanage at "**Mathani**" Tahasil: **Basta** . Our students and faculty members regularly visit the orphanage to carry out social activities.

File Description	Document
link for additional information	View Document

3.6.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

Response: 6

3.6.2.1 Total number of awards and recognition received for extension activities from Government /recognised bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	01	01	01	01

File Description	Document
Number of awards for extension activities in last 5 years	View Document

3.6.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the last five years

Response: 49

3.6.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	08	10	10	10

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach programs conducted with industry,community etc for the last five years	View Document

3.6.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Response: 0.79

3.6.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
08	10	08	08	10

File Description	Document
Average percentage of students participating in extension activities with Government or NGO etc	View Document
Any additional information	View Document

3.7 Collaboration

3.7.1 Number of Collaborative activities for research, faculty exchange, student exchange per year

Response: 0

3.7.1.1 Total number of Collaborative activities for research, faculty exchange, student exchange year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document

3.7.2 Number of linkages with institutions/industries for internship, on-the-job training, project work, sharing of research facilities etc. during the last five years

Response: 18

3.7.2.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
06	05	04	03	00

File Description	Document
Details of linkages with institutions/industries for internship	View Document

3.7.3 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 2

3.7.3.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

2017-18	2016-17	2015-16	2014-15	2013-14
01	00	00	01	00

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc

Response:

The College has adequate classrooms. However, the college is going for a major facelift with a RUSA Govt. grant of Rs. 02 (Two) Crores sanctioned with Rs. 01 (One) Crores released so far. . An independent Academic Block is coming up fast at a cost of Rs.07 Crores for all the Science departments. Post graduate department of Commerce is coming up at a cost of Rs. 07(Seven) Crores .All the Science departments have laboratories, strictly in accordance with CBCS curriculum. Physics and Computer Science departments have their own computer laboratories . College has a computer hub with approximately fifty six systems to which all the students have free access. Many students get benefitted by e-learning facilities.

F.M. Autonomous College has sufficient number of well-furnished, well ventilated, spacious classrooms for conducting theory classes. Besides, all our laboratories are well equipped and well maintained not only for carrying out curriculum-oriented lab practicals but also to carry out research activities as per CBCS curriculum. The college has provision for IT enabled class rooms equipped with LCD Projector, audio system. College has one seminar hall to conduct conferences, seminars and workshops for the departments.

The Seminar Hall has a seating capacity of 250 to accommodate students and faculty members as well. The Seminar hall is completely air conditioned, equipped with LCD Projectors, white boards, public addressing system with internet connectivity.

The college has a well-equipped Language Lab with LCD Projector –Audio-video facilities, computers, chairs and micro phones. F.M. Autonomous College has a very spacious, well equipped Central Library with reference materials and texts housed in a three storey building. The library is fully equipped with E-learning facility of INFILBNET which covers a wide set of applications and processes, books, journals, magazines, newspapers etc.,

Common room for boys and girls are separately available. There are spacious rooms and well equipped Gym attached to the Sports room, where pupils can play indoor games. The college has a Yoga Class room at Bigyan Bhaban. Students and faculty members do meditation regularly.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

4.1.2 The institution has adequate facilities for sports, games (indoor, outdoor),gymnasium, yoga centre etc., and cultural activities

Response:

The College has a track record of excellence in the field of various sports and athletics. Very recently, the playground has been renovated at a cost of 70 lakhs. The playground has inner sewage for drainage of rainwater. Around the lush green playground, there is a pavement for the provision of jogging.

Outdoor games, viz. Football, Volley ball, Cricket and athletics competitions are regularly conducted here. On one side of the field, there is a basketball court and a multigym. There is also another indoor court for badminton. College Common Room has provision for Table Tennis, Chess and Carrom. A trained physical education teacher regularly provides guidance. It is a matter of privilege that the college had a regular trained Yoga teacher till Sept. 2018. Yoga camps were regularly conducted till 2018 and the college is seriously trying to continue with this legacy.

The Institution is situated at a place of rich cultural heritage. It has a Dramatic association, 'The Fakir Mohan Natya Parishad', which has been carrying out cultural activities from the very date of establishment of the College. To continue the heritage uninterrupted over such a long period of time is in itself a great achievement. The Natya Parishad organizes a drama every year, wherein the employees do everything from script writing to acting to directing . People of the district have all along stood by the efforts of the employees.

Fakir Mohan Autonomous College encompasses a well maintained campus spread over 17.77 acres of land. It has three campuses namely Main campus, East Campus and Commerce Block in the heart of the Balasore City. The college believes in the all-round development of our students. There is lots of encouragement for the students to participate in sports and cultural activities. The college has spacious and well equipped Sports rooms, where students can play indoor games along with academic pursuit.

The Physical Instructor Mr.S.Taldi looks after the day to day games and sports activities and Gym of the college. College teams are formed to take part in State level and University level competitions and other inter-collegiate competitions. Sports event competitions are conducted at the inter-departmental level in every academic year by the Athletic Association.

As part of Cultural Activities, students are encouraged to participate in the cultural events held in the college by the Dramatic Society , for Freshers' Day , Annual Sports Day, Annual Day, Farewell etc., to exhibit cultural talents. The details are available in the college website <http://fmcollege.nic.in/gallery.htm>

File Description	Document
Any additional information	View Document
link for additional information	View Document

4.1.3 Percentage of classrooms and seminar halls with ICT - enabled facilities such as smart class, LMS, etc

Response: 6.67**4.1.3.1 Number of classrooms and seminar halls with ICT facilities**

Response: 04

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	View Document
Any additional information	View Document
Link for additional information which is optional	View Document

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.**Response:** 40**4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)**

2017-18	2016-17	2015-16	2014-15	2013-14
00	126.50	266.15	00	00

File Description	Document
Any additional information	View Document

4.2 Library as a Learning Resource**4.2.1 Library is automated using Integrated Library Management System (ILMS)****Response:**

College has started Library automation from 2005 using SOUL Software. Though it was a state-of-the-art and user friendly software developed by the INFLIBNET, College encountered problems during accessioning. This was primarily due to the non-availability of support Staff in the district and state as well as difficulty to work with SOUL. Subsequently, college was forced to switch over to another service provider with different software. Library automation with new software started in full swing in 2017. Forty two thousand books have been bar coded till 20.03.2019 and the entire process (around 25,000 after weeding out of old stock) is going to be completed by 31st May 2019. College hopes to work with a completely automated library from the academic session 2019-20.

File Description	Document
Any additional information	View Document
link for additional information	View Document

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment

Response:

College has a central library and the ground floor has been converted to an air-conditioned reading room for the students, which remains open from 10.30 am to 4.30 pm. One exclusive floor of the library has been reserved for references and journals. In this floor, college has created a heritage corner for two leading literary luminaries of India – **1. Manoj Das** **2. Jayanta Mohapatra** . The former being an **alumni** and the latter an ex-faculty. Laboratories are getting upgraded on a regular basis in conformity with CBCS. The sports facilities are maintained from the students' annual contribution. College has three exclusive computer centers/ labs. Computer Science, being a self-financed course, meets its own requirements from the resources generated. However, Computer Lab. Of physics department and Computer Hub are maintained from the college development fund.

File Description	Document
Any additional information	View Document
link for additional information	View Document

4.2.3 Does the institution have the following

- 1.e-journals
- 2.e-ShodhSindhu
- 3.Shodhganga Membership
- 4.e-books
- 5.Databases

Any 4 of the above

Any 3 of the above

Any 2 of the above

Any 1 of the above**Response:** Any 4 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	View Document
Any additional information	View Document

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)**Response:** 3.94

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
2.62	3.23	6.10	4.70	3.06

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document
Any additional information	View Document

4.2.5 Availability of remote access to e-resources of the library**Response:** Yes**4.2.6 Percentage per day usage of library by teachers and students****Response:** 26.46

4.2.6.1 Number of teachers and students using library per day over last one year

Response: 300

4.3 IT Infrastructure**4.3.1 Institution frequently updates its IT facilities including Wi-Fi****Response:**

The College has completely overhauled its Wi-Fi system in the academic year 2016-17 through BSNL., enabling the College Campus to become completely Wi-fi enabled.

The campus has been enabled with internet bandwidth services with 24X7 support, providing anytime anywhere access to knowledge and learning resources. Keeping in line with demand from students and faculty, the internet bandwidth is enhanced., with players like BSNL. Over 80+ LAN points were augmented across the campus, computer labs and office spaces. The campus backbone network was upgraded and Wi-Fi Network points over 80+ numbers were deployed across the campus in both main campus, academic blocks, East campus and 03 hostels blocks for boys and girls with 24X7 internet service, enabling students and faculty to stay connected and access academic content, anywhere on campus.

The institution implemented the CBCS syllabus during 2015-16. In the curriculum, at par with the global digital trend, the college has introduced computer related subjects at B.Com IVth semesters and introduction of Tally Software in M.Com syllabus. Further, the college has introduced Computer Science Honours in self-financing mode from 2002-03. The institution imparts the best of education in computers along with practical exposure of students to fine tune their skills. This is implanted through the qualified faculty member appointed by Dept. Of Higher Education through OPSC . . In addition to this, the digital library with INFLIBNET facility has 11 computers duly updated and placed at the disposal of students and the faculty.

The Wi-Fi facility is available in Digital library, office and NAAC room. The leased line of bandwidth-2 MBPS is installed recently to update IT facilities of the college. The students and the teachers can make use of these facilities during working hours under the supervision of the faculty concerned, and get updated in their technical ability which is the need of the hour.

File Description	Document
Any additional information	View Document
link for additional information	View Document

4.3.2 Student - Computer ratio

Response: 8.95

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)

?50 MBPS

35 MBPS - 50 MBPS

20 MBPS - 35 MBPS

5 MBPS - 20 MBPS

Response: <5 MBPS

File Description	Document
Any additional information	View Document

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)

Response: Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	View Document
Link to photographs	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 0

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document

4.4.2 There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Response:

Like any other Govt. organization, the college owes its infrastructure facilities and maintenance to the Govt. P.W.D is responsible for the construction of new building infrastructure. The need of the college in respect of infrastructure is normally conveyed to the Govt. after prior planning. Funds are released and placed at the disposal of the P.W.D for necessary action. However, if the college wants to construct anything new from its own resources, P.W.D authorities are requested for the said purpose.

The yearly maintenance and wall painting are usually met from the Govt. resources placed against S.R. (Special Repair). The superintendent engineer functions at the top of district P.W.D. hierarchy and there is regular co-ordination of the college with P.W.D. authorities. Water supply and sanitation are looked after by P.H.D. The G.E.D. supplies electrical hardware and looks after the electrical maintenance. College has **three D.G. sets** for uninterrupted power supply. Govt. of Odisha has recently provided the necessary hardware for the installation of ICT facilities.

The sports facilities are maintained from the students' annual contribution. The college has three exclusive computer centers/ labs. Computer Science, being a self-financing course, meets its own requirement from the resources generated. However, Computer Lab. Of physics department and Computer Hub are maintained from the college development fund.

The physical facilities include Laboratories, Classrooms and Computers etc. made available for the students admitted in the college. The classrooms boards and furniture facilities are utilized regularly by the students but every Sunday and Holidays the IGNOU and OSOU use the infrastructure. Sometimes it is also made available for the other governmental and the non-governmental organizations for conducting the exams like CBSE/ CHSE/ Bank/ OPSC/ OSSC and other exams like Orissa JEE , AITSE etc..

The central computer or SAMS facility is open for the students at the time of student admission. Use is restricted to appointed office staff.

The library is also provided with LAN facility for the computers and they are loaded with the library software and INFILBINET software. The library trained staff look after such software.

The ICT Smart Class Rooms and the related systems are maintained with AMC of the corresponding service provider.

The college website is maintained regularly by NIC, Dept. Of Information Technology, Odisha

File Description	Document
Any additional information	View Document
link for additional information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

Response: 55.28

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
780	760	680	470	420

File Description

Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

Document

[View Document](#)

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Response: 0

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

5.1.3 Number of capability enhancement and development schemes –

1. Guidance for competitive examinations
2. Career Counselling
3. Soft skill development
4. Remedial coaching
5. Language lab
6. Bridge courses
7. Yoga and Meditation
8. Personal Counselling

7 or more of the above

Any 6 of the above

Any 5 of the above

Any 4 of the above

Response: 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of students benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Response: 31.72

5.1.4.1 Number of students benefited by guidance for competitive examinations and career counselling offered by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
441	322	456	334	233

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

Response: 3.49

5.1.5.1 Number of students attending VET year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
51	50	50	50	00

File Description	Document
Details of of students benefited by Vocational Education and Training (VET)	View Document
Any additional information	View Document

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

Response: Yes

File Description	Document
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 46.21

5.2.1.1 Number of outgoing students placed year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
523	452	422	333	302

File Description	Document
Self attested list of students placed	View Document
Details of student placement during the last five years	View Document
Any additional information	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch)**Response:** 47.64

5.2.2.1 Number of outgoing students progressing to higher education

Response: 423

File Description**Document**

Details of student progression to higher education

[View Document](#)**5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)****Response:** 8.91

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil services/ State government examinations) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	20	22	20	21

5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: NET/SLET/GATE/GMAT/CAT, GRE/TOEFL/ Civil Services/State government examinations) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
210	220	205	211	210

File Description**Document**

Number of students qualifying in state/ national/ international level examinations during the last five years

[View Document](#)**5.3 Student Participation and Activities****5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at**

national/international level (award for a team event should be counted as one) during the last five years

Response: 75

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
07	10	12	01	45

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	View Document
e-copies of award letters and certificates	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

The College has a dynamic Student Council that plays a proactive role in helping to coordinate the key activities of the college. The council is democratically constituted through a well-rehearsed election process.

Election is conducted for the posts of Student Union President, Vice –President , General Secretary, Assistant General Secretary, Athletic Secretary, Assistant Athletic Secretary, Dramatic Secretary, Assistant Dramatic Secretary and Secretary and Assistant Secretary of other bodies such as Humanities association, Science Society, Commerce Society, Day-scholar association, Girls’ Common Room and such. Representation is stretched to cover almost all categories of students and disciplines. Several clubs are also formed to boost the creative talents of students through Literary and Debating Societies, publication of Annual College Magazine (The Fakir), Annual Sports events and its like.

On completion of free and fair elections, the office bearers are sworn into office by the Principal by taking an oath of committed service. Thereon these members assist the Principal in safeguarding the betterment of discipline, duty and values of the institution. The secretaries of various associations assist in the conduct of seminars, workshops, conferences and parent-teacher meetings. The Dramatic Secretary coordinates the conduct of cultural activities while the Athletic Secretary assists the P.E.T of the college to select teams and sports persons for inter college competitions/ tournaments etc.

The elected body also serve as a conduit to transfer both grievances and healthy suggestions to the

Principal. There is a weighty presence of student representatives in most academic and administrative bodies of the college. The resources for the conduct of college union elections accrue from a running fund annually replenished from student admission fees @ Rs. 20/- .

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

5.3.3 Average number of sports and cultural activities / competitions organised at the institution level per year

Response: 12.6

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
15	12	13	11	12

File Description	Document
Report of the event	View Document
Number of sports and cultural activities / competitions organised per year	View Document

5.4 Alumni Engagement

5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years

Response:

Fakir Mohan Autonomous College Alumni Association was formed as a registered body **BLS-5406-181-1995-96** in the eve of the Golden Jubilee celebration of the college in **1994-95**. Its contribution towards infrastructural development and various other activities have been significant ever since. The association activities have added around **16,000** sqft on new built-up area to the institution, prominent being (i) Bigyan Bhaban (ii) Post office building. It has installed statues/ portraits of state icons, viz **1-Fakir Mohan Senapati 2- Utkalmani Gopabandhu Das 3- Utkal Gaourav Madhusudan Das 4- Samanta Chandra Sekhar (Astrologer) 5- Kabibar Radhanath Roy 6- Kanta Kabi Laxmikanta Mohapatra 7- Raja Baikuntha Nath Das inside the college campus**. The association has contributed in the field of health and education by organizing free health camps and organizing more than

50 awards for meritorious students in different fields. The Alumni Association organizes annual meets to discuss different issues that affect the society. Some of the **leading speakers have been :- 1. Sri Vinod Rai, former CAG of India 2. Sri Satyananda Mishra, Chief Information Commissioner of India 3. Padmashree Dr. Subrat Acharya (AIIMS,Delhi) 4. Padmashree Sri Apurba Kishore Bir, the famous Cinematographer etc.** Students and faculties are regularly exposed to talks by great minds. The members of the Association contribute positively to sensitive matters related with state administration and state Govt. Very recently, the Association has expressed its willingness to extend all cooperation to celebrate the Platinum Jubilee of the College.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

5.4.2 Alumni contribution during the last five years(INR in Lakhs)

? 15 Lakhs

10Lakhs - 15 Lakhs

5 Lakhs - 10 Lakhs

2 Lakhs - 5 Lakhs

Response: <2 Lakhs

File Description	Document
Any additional information	View Document
Alumni association audited statements	View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Response: 192

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
37	40	40	40	35

File Description	Document
Report of the event	View Document
Number of Alumni Association / Chapters meetings conducted during the last five years	View Document
Any additional information	View Document

NAAC

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

Response:

Fakir Mohan Autonomous College respects and trusts the ability of each student as a potential learner throughout his/her life. In a rapidly globalizing world, the need to excel has almost become imperative. But this quest for excellence which would ultimately ensure the achieving of the full potential of every student must remain within the contours of ethicality. College leadership is bold enough to carry all the students and the employees, teaching and non-teaching along with it. **Complete decentralization of administrative decisions, freedom in restructuring of courses, broad participation in various non-statutory bodies are few examples of institutional leadership.** Examinations are designed as a continuous exercise in which learners would get several opportunities to improve their competence levels. **Modular and Add-on courses are available, to give students much greater mobility and flexibility.**

The institutes tries to nurture each student through continuous engagement, looking into the holistic development of the learner in conformity with ethicality (**Dharamam Saranam Gachhami**) and to foster progressive and critical thinking, entirely free from judgmental bias. It builds the awareness that right development of technology at key administrative and examination matters would be a game changer. Many teachers are still committed to face to face teaching, as creativity does not necessarily emanate from machine.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.1.2 The institution practices decentralization and participative management

Response:

Fakir Mohan Autonomous College has four statutory committees and various other non-statutory committees and cells for decentralization and participative management. The statutory committees are formed strictly in accordance with the UGC guidelines. The various non-statutory committees are constituted with the members of faculty. **The Committees are -1. Executive Committee 2. Board of studies 3. Examination Committee 4. Finance Committee. Various non-statutory committees and cells are 1. Development Committee 2. Building Committee 3. Purchase Committee 4. Grievance and Sexual Harassment Cell 5. Anti-ragging Cell 6. Minority Cell 7. IQAC 8. OBC Cell 9. Staff Council 10. RTI Cell.**

For effective day to day management the Principal seeks the suggestions of various non-statutory committees. The basic functions of all the non-statutory committees are enshrined in the college

calendar. A close look at the various resolutions of the different committees (statutory/ non-statutory) will reveal complete decentralization and participative management.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Response:

From the session 2016-17 the College has undertaken a 4 year self-financed course known as **Integrated Bachelor of Education, (Integrated B.Ed)** under the auspices of the State government. The third batch is underway and a fourth will be admitted in the 2019-20 session.

Strategy : To cater to the urgent demand for teachers of high quality, who can disseminate knowledge by complementing theory with practice.

Action Plan: A rigorous but transparent selection procedure is maintained respecting the huge demand for the course.

- The admission procedure is offline.
- Forms are made available in college counters as well as in our website. www.fmcollege.nic.in
- The process of marking is broken up into career components with specified yardstick of evaluation.
- The numbers of honours seats available in different disciplines are earmarked and recorded.

Documentation of Deployment and Implementation :

- A committee for integrated B.Ed. Admission is formed under the chairmanship of the Principal.
- On closure of the forms-receipt date, the members begin the process of sorting according to streams and disciplines.
- Every applicant is evaluated taking into consideration the marks obtained in the **10th and 12th exam with greater weight age on the 12th exam.**
- Candidates belonging to special categories or having special achievements are given weightage according to Govt. rules.
- The selected candidates (50 in Arts, and 50 in Science stream) are notified by email, website and displayed in the Official notice boards.
- A short-list of candidate kept in waiting, is also maintained for transparency.
- After getting admission to the 4 year programme, an elaborate and intensive Induction meeting, with parents and students in attendance is conducted.
- Incidentally, the institute has taken a strong step towards ethical management by revising the course fee after taking stock of expenditure incurred presently.

- On goal is to make the course available to all deserving with a **no-profit motive**.

File Description	Document
Any additional information	View Document
Strategic Plan and deployment documents on the website	View Document
Link for Additional Information	View Document

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Response:

The Executive Council of the college works in close cooperation with the Head of the Institution, to regulate and maintain a student friendly academic environment. The Principal is supported and assisted by members of the teaching and non-teaching staff in the successful implementation of all decisions and policies framed by the management. The Organogram of the college is attached as additional information.

In the context of administration, the executive council takes the key role in the decision making process. The E.C. is comprised of :

1. Chairperson-01 (Educationist)
2. Industrialist-01
3. Professional-01
4. Senior Teacher of the college-02
5. Educationist nominated by the Principal-01
6. UGC nominee-01
7. State Govt. Nominee-01
8. University Nominee-01
9. Principal-Members Secretary
10. Student Representative

The Principal of the college executes any academic, administrative plan and policy with the help of various sub-committees such as ::

1. Development committee
2. Building Committee
3. Purchase Committee
4. Grievance and sexual harassment cell
5. Anti-ragging cell
6. Minority Cell
7. IQAC
8. OBC Cell
9. Staff council
10. RTI Cell.

File Description	Document
Any additional information	View Document
Link to Organogram of the Institution webpage	View Document
Link for Additional Information	View Document

6.2.3 Implementation of e-governance in areas of operation

- 1.Planning and Development
- 2.Administration
- 3.Finance and Accounts
- 4.Student Admission and Support
- 5.Examination

All 5 of the above

Any 4 of the above

Any 3 of the above

Any 2 of the above

Response: All 5 of the above

File Description	Document
Screen shots of user interfaces	View Document
Details of implementation of e-governance in areas of operation Planning and Development,Administration etc	View Document

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Response:

College has four statutory bodies and several others non-statutory bodies (Web link www.fmcollege.nic.in). Statutory bodies are constituted in accordance with the U.G.C. guidelines. Members of the non-statutory bodies are nominated by the Principal and minutes of the resolutions of the various bodies are recorded after every sitting.

All Policy decisions, Academic reforms and financial expenditure goes through a rigorous process of planning, budgeting, discussion and review of implementation etc. by various dedicated bodies and cells.

Project Name : Implementation of CBCS pattern syllabus.

- Model proposed by UGC .
- Proposal sent by Govt. of Odisha to all Autonomous Colleges.
- Model and briefing given by F.M. University, Balasore.
- F.M. Autonomous College and Bhadrak Autonomous College to jointly collaborate to discuss about the modalities of the different courses. .
- First joint meeting of teaching staff of the two colleges held at F.M. Autonomous College, Balasore.
- Second Collaborative meeting held at Bhadrak Autonomous College, Bhadrak.
- Department –wise structure of syllabus modeled on UGC Syllabus with 20% local changes.
- Adoption of CBCS syllabus from session 2015-16.

The adoption of new syllabus went through rigorous review through meetings of. 1. Executive Council 2. The Academic Council 3 .Boards of Studies ,4. Examination Committees.5. IQAC

STATUTORY BODIES MEETINGS

1. Governing Body : Once in a year
2. Academic counselling Meeting : Once in a year
3. Board of Studies : Once in a year
4. Planning and Evaluation Committee : Once in a year
5. Finance Committee : Twice in a year
6. UGC Autonomy cell : Once in a year
7. IQAC cell : Thrice a year
8. Head of the Department : Every 15 days

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.3 Faculty Empowerment Strategies**6.3.1 The institution has effective welfare measures for teaching and non-teaching staff**

Response:

Fakir Mohan Autonomous College is a Govt. organization and functions within the rules/regulations laid down by the Govt. from time to time. As such, College is not authorized to collect money from among the members of the employees, whosoever they may be. However, there is a “**Teacher Welfare Fund**” in the college for which **every student contributes Rs.1/- (One Only) every year which totals up to less than Rs. 4000/- per year.**

The members of the teaching and non-teaching community are extremely sensitive to the medical exigencies of the colleagues. At non-institutional level, members of the teaching/ non-teaching staff have come forward time and again to meet the medical expenditure of colleagues and critical medical emergencies. The Principals at different times have appreciated the combined efforts of all the staff members through official communiqué.

STRATEGIES FOR TEACHING

- 1.Orientation programme for Teaching faculty by the Dept. Of Higher Education, Govt. Of Odisha
- 2.Advance increment to 01 and 02 those who acquired the degrees of M.Phil and Ph.D..
- 3.For updating subject knowledge, the teaching staff members are allowed to participate in Orientation Programmes, Refresher Courses, and Short Term Courses etc as and when they need. By participating in these courses, it is easy to go for Career Advancement Scheme as per the UGC norms and Govt. Of Odisha Education Service Act.1990.
- 4.Research and Development Cell promotes staff members to take up special research schemes.
- 5.NPS and Group Insurance facility is also provided by the Institution to both teaching and non-teaching staff.
- 6.Flexible attendance system / timing for staff with biometric attendance system.
7. Subsidized rates for faculty and staff quarters at the campus..

STRATEGIES FOR NON-TEACHING

1. Non-teaching staff are provided the opportunity to participate in different courses / seminars related to computer literacy, administrative skill etc. for the upgradation of their knowledge.
- 2.The teaching and non-teaching staff are granted different types of leave such as study leave, earned leave, medical leave etc. as per the norms of State Government and the UGC.
- 3.To arrange academic excursions , Welcome, Farewell meet for both teaching and non-teaching.

File Description	Document
Link for Additional Information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years

Response: 0

6.3.2.1 Number of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	View Document

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 2.6

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
03	03	03	02	02

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	View Document

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Response: 16.36

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
07	05	08	05	06

File Description	Document
IQAC report summary	View Document
Details of teachers attending professional development programs during the last five years	View Document
Any additional information	View Document

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Fakir Mohan Autonomous College strictly enforces individual online filling of **PAR(Performance Appraisal Report)** for every employee before 31st March of each year. For members of the teaching staff, the appraisal is due in a structured way. Principal gives his remarks for each individual member and forwards it to Director, Higher Education, Director of Higher Education subsequently forwards it to Commissioner-cum-Secretary, Higher Education. Any advance entry in PAR is appropriately communicated for future improvement. However, Principal himself is the ultimate authority for non-teaching staff in respect of PAR.

The welfare measures for the teaching staff and non-teaching staff are as follows:

1. In our Institution, there is a unique system regarding performance based appraisal system for teaching and non-teaching staff.
2. Teaching staffs are evaluated and performance is measured with the help of Lesson plan Register, Attendance Sheets and Feed back forms so on.
3. Additionally, teachers' performance is evaluated on the basis of their contribution to the institutional development and research and extension activities. At the end of the academic year, Academic Performance Indicator and Performance Based Appraisal forms are sought from the teaching staff by the IQAC. These proforma are provided by the UGC and the University from time to time. The Institution verifies the minimum score computed by the concerned teacher in the assessment.
4. However, for non-teaching staff, Institution has developed Self Appraisal form that is to be filled up by the concerned non-teaching staff and submitted to the Office Superintendent each academic year.
5. In a similar vein, the confidential reports of the teaching and the non-teaching staff are also prepared by the head of the institution. However, all the staff members' performance is assessed and, accordingly, the final reports are prepared and communicated to the concerned employee.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

Being a Govt. organization, college annually goes through financial auditing by internal and external audit agencies. Department of Higher Education, Govt. of Odisha conducts annual audit every year. A.G. Govt. of India, conducts annual audit. There is an institutional mechanism for conducting such audit. Research funds get released contingent upon proper utilization of funds and its subsequent ratifications by appropriate auditing agencies.

The main objective of audit agencies (State Govt., Govt. of Odisha) is to ensure proper utilization of allotted funds against the respective heads. The accounts of the College are audited regularly. The College undergoes two types of audits viz. Internal Audit and External. A Chartered Accountant, from Balasore has been appointed for carrying out Internal Audit. After verifying the books of accounts of the Institution, the auditors certify the financial statements of the Institute and issue Auditors' Report and submit this to the government. External Audit: The Dept. Of Higher Education usually verifies the funds received and disbursed by the College.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

Response: 0.5

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0.50	00	00	00	00

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	View Document
Any additional information	View Document

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

Response:

The College receives funds from various Govt. funding agencies like RUSA, UGC, I.C.S.S.R. and World Bank schemes. Besides, college receives state Govt. funds for books and journals, equipments and other infrastructural activities. Research/ Seminar/ workshops activities are carried out through funds made available by U.G.C., I.C.S.S.R.,. In the last five years P.G. department of Odia and Physics have organized national seminars. Presently, a few minor research projects are running in the college, funded by the UGC and ICSSR. The audited statements of Income and Expenditure are prepared by the auditors which is necessary as per the guidelines of the UGC in the form of Utilization Certificate.

1. The College gets financial assistance from the Government in the form of salary grants. The college generates its own resources from self financing mode of courses, revenue from IGNOU and Odisha State Open University in the form of rent from buildings rented out to the State Bank of India. Besides, the College also gets UGC grants under various schemes. The salary grant is spent on the staff members as per the norms of the Government and every year audit is done by the Department of Higher Education, Government of Odisha.

2. Under the RUSA scheme, the Institution has received grants for books, equipments, development of sports infrastructure, purchase of sports equipments and for the construction of classrooms and construction of womens hostel.

5. Under World Bank Scheme -OHPEE (Odisha Higher Education Programme for Excellence and Equity) an amount of Rs.10 Crores has been sanctioned for the period from 2017-2022 for augmentation of faculty, infrastructure and increased enrolment of students, reforms in curriculum development, strengthening the examination system and extensive capacity building of faculty and other stake holders.

File Description	Document
Link for Additional Information	View Document

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Response:

- 1.The IQAC inspires teachers to **publish research papers, articles in reputed national and international journals**. The IQAC has decided to facilitate and encourage the faculties to undertake major and minor Research Projects.
- 2.**Feedback** was received from different stakeholders (students, teachers, alumni, parents and employers) and report of analysis was prepared. As per the feedback/suggestions collected from different stakeholders curriculum gap was identified and to fulfill the curriculum gap & to take actions against inputs as feedbacks received from different stakeholder.
- 3.The **PAR form should** be deposited by every faculty member for performance evaluation.
- 4.Both at the **BOS and IQAC meeting instruction are given to the the department for documenting opinion about content of syllabus**, and addition of new contents in existing syllabus, deletion of portions from existing syllabus.
- 5.Addition of New course in program and the time required for completion.
- 6.The coordinator of IQAC is invited for the departmental meetings regarding teaching -learning issues.. The suggestions are considered and sincere efforts are taken for slow and fast learners.
- 7.The strategy of the institution for examination and evaluation is transparent and focus is on online result publication.
- 8.There is a functional Research Committee which undertakes a number of activities to promote research culture in the institute. To enhance research in Science stream, there are well equipped laboratories and Ph.D. guides available in our college. Teachers are also informed about funding agencies for research proposals.
- 9.The college library also subscribes to research journals, e-journals for ready reference through INFILBINET.
- 10.Another significant best practice in the institute is NET/SLET coaching centre for all streams and all subjects.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms

Response:

The following achievements of IQAC may be enlisted in the following manner.

- 1.Planned and organized Academic Audit (uploaded).
2. AISHE certification obtained regularly.
- 3.Implementation of Online attendance for teaching and non-teaching staff.
- 4.Help to faculties who are applying for higher posts to prepare their API in accordance with UGC guidelines.
- 5.PAR (Performance appraisal report) is routed through IQAC.

6. Conduct of regular feedback from students, parents to ensure sustained teaching improvement.
7. IQAC will ensure online filing of feedback from the coming session.
8. Preparation and timely submission of AQAR.
9. To act as a bridge between faculty members and academic council for any meaningful modification of CBCS curriculum.
10. Organizes seminar for quality assurance.
11. Acts a link between NAAC/UGC and faculties.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Response: 2.2

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
03	02	02	02	02

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document
Any additional information	View Document
IQAC link	View Document

6.5.4 Quality assurance initiatives of the institution include

1. Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements
2. Academic Administrative Audit (AAA) and initiation of follow up action
3. Participation in NIRF
4. ISO Certification
5. NBA or any other quality audit

Any 4 of the above

Any 3 of the above

Any 2 of the above

Any 1 of the above

Response: Any 3 of the above

File Description	Document
e-copies of the accreditations and certifications	View Document
Details of Quality assurance initiatives of the institution	View Document
Any additional information	View Document
Annual reports of Institution	View Document

6.5.5 Incremental improvements made during the preceding five years (*in case of first cycle*) Post accreditation quality initiatives (*second and subsequent cycles*)

Response:

ACTION TAKEN ON NAAC PEER TEAM REPORT (2nd CYCLE)

Honorable members of the NAAC Peer team recorded the institutional weaknesses on the following five areas, namely:

- 1. Lack of usages of ICT in teaching-learning, evaluation & research.**
- 2. Poor research culture & no academic linkages.**
- 3. Publication by faculties in reputed & referred journals lacking.**
- 4. No consultancy.**
- 5. Large number of teaching and non teaching posts are vacant.**

We would like to highlight our improvement in the said areas as follows:

1. At present there are four (4) ICT classrooms. Around forty-four (44) faculties use their own laptops for classroom teaching.
2. Research Culture has improved over the years. During the second cycle, no (Zero) faculties had D.Litt., 15 faculties had Ph.Ds., 08 faculties had M. Phil degrees. But during 2014-2018, two (2) faculties have D.Litt. (200% increase), twenty-one (21) faculties had Ph.Ds. (an increase by (40%), twelve (12) faculties have M.Phil. degrees (an increase by (33%) respectively. Dr. Subrata Kumar Rana, Asst. Professor of Economics has been sanctioned Rs.2,50,000 by U.G.C for Minor Research Project. Further, Dr. Sanjay Kumar Das, Lecturer in Political Science has been sanctioned a sum of Rs. 14 lakhs by ICSSR for his Major Research Project. Dr. Srimoy Das Adhikary, Associate Professor of English, Dr. Gananath Dash, Associate Professor of English, Dr. Ganeswar Nayak, Asst. Professor History, Dr. Lamobodar Dey, Associate Professor of Zoology, Dr. Kabita Patra,

Associate Professor of Hindi, Dr. Durga Madhab Mahapatra, Lecturer in Commerce, act as Supervisors/ Guides for Ph.D. programmes.

As regards Academic linkages, College has signed MOU with (1) Odisha State Open University, Sambalpur (OSOU) for modular courses. (2) The College has entered into a tripartite agreement with the Government of Odisha, Nageswar Hotel (Hari Plaza) for introduction of UGC sponsored community college programme. (3) B.Voc. in Tourism and Hospitality Management has been introduced in the college sponsored by the Ministry of Human Resource Development, Government of India.

3. During the second cycle of accreditation, i.e. up to 2014, thirty-two (32) no of papers were published in referred journals and there was no publication of books. But during last five (5) years, i.e. from 2014-2018, no of published papers rose to one hundred and seventy-three (173). This amounts to 440% increase in publication. In 2018, 15 books were published, a jump of 1500%.

4. Dr. Jayashree Mishra, Asst. Prof. of Psychology, acts as a consultant in clinical psychology in Balasore District Head Quarter Hospital.

5. As a Government college all recruitments, both teaching and non-teaching, are made by the Government of Odisha.

(A) In 2014, there were thirty-eight (38) faculties as against sanctioned strength of seventy-six (76), i.e. only 50% of the teaching positions were filled up. But in 2018, there are eighty-seven (87) faculties as against sanctioned strength of ninety-eight (98), i.e. almost 90% of teaching positions have been filled up.

(B) As far as non teaching posts are concerned, sixty-seven (67) were filled up against sanctioned strength of one hundred nine (109), i.e. 60% in 2014. In 2018, seventy-one (71) posts have been filled up as against the sanctioned strength of one hundred twenty-two (122), i.e. 58%. Govt. has been moved to fill up the vacant posts.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

Response: 28

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
07	07	07	06	01

File Description	Document
Report of the event	View Document
List of gender equity promotion programs organized by the institution	View Document
Any additional information	View Document

7.1.2 Institution shows gender sensitivity in providing facilities such as

a) Safety and Security

b) Counselling

c) Common Room

Response:

(a) While **Safety and Security** of every student, both male and female, is the inviolable concern of our institution, the security of girl students and women faculties is of special concern and is ensured through specific measures, such as-

- **Security guards** are deployed at vantage locations in the college premises. Their prime responsibility is to obstruct rowdy and mischievous behavior and any form of eve-teasing.
- **Surveillance Cameras** placed at strategic locations of students' activity, provides the head of the institutions a complete view enabling quick handling of any onward incident that may arise.
- The District Administrations has set up a **Police Beat House** in the college premises (Campus-II) to provide 24hour vigilance on anti-social activities.
- A **Discipline Committee comprising** of senior faculties, helps to monitor the security aspects in the campus along with regulating student discipline.
- **Self-Defence Training for Girls** students are meticulously imparted with the target to train all.
- The **Sexual Harassment Cell**, comprising of senior women faculties ensures that every girl student is free to function and participate in college events with dignity.

- (b) **Counseling** is regarded as a regular need to instill self-confidence in the youth.
- The **Grievance Cell addresses** the complaints of girl students along with offering necessary counseling to pull them out of fear, depression, trauma etc.
- **Gender sensitization programmes** are carried out to educate students about mutual respect and responsibility.
- A **monitoring system, called proctorial system**, provides educational, psychological career-oriented assistance to the students. Students are divided into small groups and placed under the mentorship of faculty members.

(c) Common-Room Facility.

- The College maintains separate rooms for the rest, recreation and inter-action among girl students. The common room is provided with indoor games, chair and tables and reading materials to suit various needs.
- The common room has attached **washroom facilities**, incinerators for sanitary pad disposal, water purifier to provide drinking water, both cold and normal.
- The **Girls Common room** has a lady peon deployed for its maintenance and surveillance.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.3 Percentage of annual power requirement of the Institution met by the renewable energy sources

Response: 0.03

7.1.3.1 Annual power requirement met by renewable energy sources (in KWH)

Response: 0.10

7.1.3.2 Total annual power requirement (in KWH)

Response: 360

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	View Document
Any additional information	View Document

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 65

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 234

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 360

File Description	Document
Details of lighting power requirements met through LED bulbs	View Document
Any additional information	View Document

7.1.5 Waste Management steps including:

- Solid waste management
- Liquid waste management
- E-waste management

Response:

1. Solid waste include garbage, for example, paper in classrooms and offices, soiled tissue and disposable cups in the canteen, tin cans, and peelings in the kitchen of canteen. Dry waste and wet waste are collected separately and deposited into garbage vans of the Balasore Municipal Corporation for recycling by municipality.

2. Well constructed drainage system leading to the closed collection tanks. The tanks are regularly cleaned to avoid stagnation of water and the cleaning part is given for outsourcing.

3. For Sanitary pad disposal, the college has kept red dot basket in ladies room along with incinerators for complete destruction.

4. Dust bins are provided throughout the campus and throwing waste indiscriminately is strictly prohibited.

6. Usage of plastic bags is discouraged within the premises of the College.

7. Students use paper bags to avoid use of plastic bags. Students also make poster exhibition with recycled papers. This drive is carried out by NSS, NCC and YRC volunteers of our college.

E-Waste:

8.. Proper anti-virus is used for cleaning of computers.

9. Outdated/unused/damaged electronic items are disposed of as per instruction.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

Balasore city enjoys an advantageous position with the quantum of rainfall touching 1601 mm. annually. Thus rainfall deficit is not a serious issue. However, as a part of our preparedness for the future and awareness towards this global issue, significant steps have been initiated. For instance, all newly constructed buildings like men and women's hostels are provisioned with rooftop water-harvesting facilities. Up-coming structures are also designed to conserve water effectively. **Roof water is collected in horizontal pipes and all pipes drain into a large pipe that carries water to reach a pre-designed pit for storage. Surplus water is allowed to percolate into the ground to help raise the water level of the area.**

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.7 Green Practices

- **Students, staff using**
 - a) **Bicycles**
 - b) **Public Transport**
 - c) **Pedestrian friendly roads**
- **Plastic-free campus**
- **Paperless office**
- **Green landscaping with trees and plants**

Response:

Use of bicycles

1. More than 75% of students either use bicycles or walk to move from one block to another.
2. Among faculty members only 10% use motored vehicles. Some of the non-teaching faculty also use cycles for arrival to work place and departure to home.
3. The campus has cycle stands in every block.
4. The college is situated at the heart of the city, thus, Public Transport systems are also available plentifully.

Public transport facility

Fakir Mohan Autonomous College is located along the national highway and the main railway line runs parallel to it with the station located nearby . Because of this, most of the day students and faculty members commute on daily basis.

Pedestrian friendly roads.

1.The roads inside the campus as well the approach roads are provided with wide sidewalks. Further, trees line these sidewalks, thereby providing shades. At every crossing clear road marks have been painted, for example near our college library and hostel.

2. The college also has marked speed breakers, provided for safe pedestrian crossing.

3. Some of our Student volunteers of NSS / NCC/Redcross and security personnel regulate the traffic during rush hours. They also look after the City traffic .

Plastic free campus.

1. Plastic is banned in the campus.

2. The college has also adopted a project of “**One student one tree**” to bring maximum area of the campus under green cover.

Paperless office

1. Only electronic documentation is maintained except for documents like statutory approvals, agreements, account statements and others dealing with legal matters.

2. All communications to faculty members and students are done through e-mails and SMS.

3. One paper one signature system is followed.

4. The SAMS adopts paperless working system at the time of admission.

5. Resultis published online through the website.

Green landscaping with trees and plants

1. The entire campus is dotted with trees, plants and lawns which are kept well maintained. Green cover is around 30%.

2. The college has a big green field in the Campus..

3. The college has 02 big botanical gardens with ample medicinal plants.

4. The college has also one pond for storage of water.

5. Well ventilated class-rooms with natural lighting.

File Description	Document
Link for Additional Information	View Document

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years

Response: 0.16

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-

wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0.14	0.14	0.1	0.12	0.1

File Description	Document
Green audit report	View Document
Details of expenditure on green initiatives and waste management during the last five years	View Document
Any additional information	View Document

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students
8. Any other similar facility (Specify)

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: C. At least 4 of the above

File Description	Document
Resources available in the institution for Divyangjan	View Document
Any additional information	View Document
link to photos and videos of facilities for Divyangjan	View Document

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years**Response:** 6

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	01	01	01	01

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	View Document
Any additional information	View Document

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)**Response:** 15

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
04	03	03	03	02

File Description	Document
Report of the event	View Document
Report of the event	View Document
Any additional information	View Document

7.1.12**Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff****Response:** Yes

File Description	Document
Any additional information	View Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	View Document

7.1.13 Display of core values in the institution and on its website

Response: Yes

File Description	Document
Any additional information	View Document
Provide URL of website that displays core values	View Document

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations

Response: Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	View Document
Any additional information	View Document

7.1.15 The institution offers a course on Human Values and professional ethics

Response: Yes

File Description	Document
Provide link to Courses on Human Values and professional ethics on Institutional website	View Document

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions

Response: Yes

File Description	Document
Any additional information	View Document
Provide URL of supporting documents to prove institution functions as per professional code	View Document

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years

Response: 25

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
05	05	06	05	04

File Description	Document
List of activities conducted for promotion of universal values	View Document
Any additional information	View Document

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

Response:

F.M. Autonomous College observes the following events as a mark of its commitment to national identity.

- (a) Independence day
- (b) Republic day
- (c) National Youth day / Swami Vivekananda Jayanti
- (d) Gandhi Jayanti
- (e) Netaji Jayanti

On these days social activities like Blood Donation, Plantation of Trees, cleaning the campus is done under the supervision of the Principal. Debates on the contributions of our freedom fighters to the freedom struggle are conducted. Eminent speakers are invited to deliver extra-mural lectures on themes related to our natural identity.

1. Fakir Mohan Autonomous College encourages the students to celebrate important days i.e. Independence Day, Republic Day and other social festivals. The birth/death anniversaries of great Indian personalities are also observed. The academic departments also celebrate the days of importance related to their disciplines. The college also has **04 statues of great personalities as cultural treasures.**
2. During such occasions campaigns like tree plantation, environmental consciousness and cleanliness are espoused with walks, road shows by NSS, NCC, YRC volunteers and talks by eminent personalities and extra mural Lectures are arranged.
3. Similarly, birth and death anniversaries of great Indian personalities are commemorated; for such functions, public personalities are invited to give talks.
4. Teachers' day is organized every year in every department in a grand manner.

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Response:

To maintain transparency, phone numbers of all important functionaries of the college are given on the website and displayed at various places. Other matters like tender related information is also available on the website, RTI Cell exists in the institution and is functional. and the institution maintains complete transparency in its financial, academic, administrative and auxiliary matters.

Financial Transparency

1. The Financial Utilisation data of the college are uploaded in the institutional website and is in public domain
2. The fees of various programs are uploaded in the website.
3. The Scholarship lists are uploaded in the college website.
4. Internal/external audit is carried out every year by AG and Govt. of Odisha and in some cases by Chartered Accountants.

Academic transparency

1. The regulations, syllabi and curricula are uploaded in the website including previous years' question papers as well as mid term exam. result etc.
2. The rules and regulations are made clear in the Students' Calender available online

Administrative and auxiliary functions transparency

1. PAR is filled online by individual teachers.
2. The appraisal system is transparent with online mode of self appraisal submission by individual

faculty members.

3. In case of disciplinary issues, committees are formed, concerned individuals are given ample opportunities to defend and impartial investigation is made by the Committees.
4. Delegation and Decentralisation of powers and responsibilities at various levels are ensured by delegating power to Academic Bursar, Administrative Bursar, Finance Bursar and Controller of Examination etc.

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Response:

Institutional Best Practices: Best Practice-I

1. Title of Practice: “Mainstreaming the Marginalized”

2. Objectives of the Practice:

The main impetus behind such activities is to educate the students as to how one can share and come face to face with poverty and deprivation, something that the directive principles of state policy is yet to comprehensively solve.

3. The Context:

One important dimension of good life is where and how we fit in as human beings, embedded in society. The result of socio-economic transformation is unfortunately not even. There always remains a segment of the society who are either left behind or left out from the mainstream. A system-thinking approach must prioritize all sections consistently, if not equally. History is replete with examples of human beings' ability to overcome self-inflicted atrocities. Our modest approach in mainstreaming the marginalized is never born out of historical necessity, rather from deep obedience to our collective conscience. Good citizens should not only know about their rights but must also be conscious about their responsibilities.

4. The Practice:

We try to sensitize our students how one's micro activities and actions have a Macro systemic impact. Mathani houses an orphanage with a capacity of 200 children. The College has adopted this orphanage for over a decade through sustained and dedicated service. Mathani is not a township, rather a nondescript village with poor basic amenities. All the inmates take bath in a common pond, risking the possibility of skin and other peripheral infections. The food ration is met from the contribution of Govt. and different benevolent sections of the society. The general health of inmates leaves much to be desired. College organizes health camps, taking the services of the Govt. doctor posted at the local P.H.C. Medicines for skin ailments, Iron tablets for anaemia and pro-biotics for protein deficiency are distributed free of cost. Sri Jyoti Prakash Mohanta, Asst. Prof. Computer Science of the College, imparts basic computer literacy training and Physical Education teacher; Mr. S.K. Taldi, trains the inmates simple Yogic practices. The college distributes stationary, books and other similar teaching aids. The college plans to

introduce life skill education in the future. Fruits and food are regularly distributed during each visit. During the visit dated 24th January 2019, two leading social workers were rewarded for their distinguished contributions in the field of social service. Students feel genuinely honoured for their services to this orphanage. Ex-faculty Member of Political Science Department of this college, Prof. Shatrughna Mallik is in the board of management of this orphanage.

5. Evidence of Success:

1. Many students of the college have started donating blood voluntarily after visits to the Orphanage.
2. Inmates of the Orphanage have become conscious of health and hygiene, evidenced by a sharp decline in the incidence of dermatological infections.
3. Due to our efforts, the Orphanage management is now sensitized about providing balanced diet in the orphanage, resulting in considerable improvement in protein deficiency, anaemia and other health condition of the inmates.

6. Problem Encountered and Resources Required:

The biggest obstacle which the college faces is not distance, but non-availability of regular transport services. One has to arrange one's own transport. As our visits are never on a day to day basis, a regular output becomes difficult to achieve. The resources to continue such philanthropic works are always a constraint.

Institutional Best Practices: Best Practice-II

1. Title of Practice: "Continuous Cultural Engagement"

2. Objectives of the Practice:

The Primary objective of Fakir Mohan Natya Parishad was to popularize Odia dialect through Drama and one-act Plays and to develop healthy relationship between teaching and non-teaching staff.

3. The Context:

Odisha separated from Bihar on 1st April, of 1936 on linguistic basis. Raja Shyamananda Dey of Balasore along with Madhusudan Das attempted to unify Odia speaking tracts. In 1902, Raja Baikuntha Nath Dey of Balasore demanded the unification of all Odia speaking tracts before Viceroy Lord Curzon. The great litterateur, Fakir Mohan Senapati, after whom the college is named, played a leading role in establishing the distinct identity of Odia as a language. He is widely regarded as the father of Odia literature and nationalism. Literature and the spoken word, the performative and kinesthetic arts, viz. Music, Dance and Theatre are the ways in which human beings continuously evolve. Hence, literature, art, music, dance form an integral part of the culture of any nation.

Fakir Mohan Natya Parishad, a cultural organ of the college, started functioning from **1950**, exactly six years after the establishment of the college, to carry forward the legacy of the great writer. It was registered under the **Societies of Registration Act (8947/426-75-76)**

4. The Practice:

Fakir Mohan Natya Parishad comprises members drawn from the members of teaching / non-teaching fraternity in which students also play a significant role. The activities of the parishad arouse a deep appreciation of local language, food, art, clothes, rituals and various festivals. This connects to our social context in a beautiful way.

The Parishad staged the first drama in 1950, the script being written by the first “Natya Bharati” awardee of India, Late Aswini Kumar Ghose. In 1975-76 Govt. of Odisha, gave official recognition to the Parishad. The most striking feature about this organization is that all the artist-participants are teaching and non-teaching members and students of the college. Two artists, Sri Paramananda Sahu (Rtd. Head clerk) and Sri C.S. Khillar (Demonstrator of Botany) have won national acclaim for their stage shows and are now recognized artists of all India Radio and Doordarshan. Sri Sahu was honored in the All India Dramatic Competition held in Allahabad. He has also performed in the state vernacular TV show “Tulashi”. Sri Girija Shankar Kar (Peon) has performed in the drama “Srashta” in Munger (Bihar). Many child artists have also contributed in a big way on several occasions. Late Gouripada Tripathy, ex-faculty of the college, had written, directed and acted in many plays. Faculties like Sri Anjan Kumar Das (Rtd.), Dr. Natabar Panigrahi (Rtd.), Sri Abijit Das had won accolades for their stage performance.

5. Evidence of Success:

Fakir Mohan Natya Parishad has inspired many students to become artists of national fame. The list is endless. Our Gems: -

- Padmashree Apurba Kishore Bir, Cinematographer, Scriptwriter and Director won the National Film Award for Cinematography, also known as Nargis Dutt Award.
- Sri Asim Basu, Art and Theatre Director, won the Sangeet Natak Academy award in 2018.
- Famous as Odia Cine Artist are our students:
 - Miss Medha Mohanty
 - Miss Riya Dey
 - Miss Shruti Das Mohapatra,

A brief account of the activities of the parishad is enlisted below.

Year	Script	Script Writer	Director	Place
1950	Seoji	Aswini Ku. Ghose		College Ha
1953	Mulia	-Do-		-Do-
1954	Ghara Sanshar	-Do-		-Do-
1960	Swami Stri	Rama Ch. Mishra	Prahalld Khilar	-Do-
1961	Gariba	Bhanja Kishore Pattanayak		-Do-
1962	Sapath	-Do-		-Do-
1964	Jamanbandi	-Do-	Prahalld Khilar	-Do-
1965	Saanta Ghar	-Do-	Prahalld Khilar	-Do-
1966	Ujanni	Shasadhar Barik	Shasadhar Barik	Mukta Ran
1967	Banchita	Ganesh Ch. Panda		Mukta Ran
1968	Biswapiusa	-Do-		Mukta Ran
1970	Mun Saitan Kahuchhi	Purna Ch. Kanungo	Prahalld Khilar	Mukta Ran
1974	Jiban Sangram	-Do-	Prahalld Khilar	Mukta Ran
1976	Annanta Akashra Nilima	Dr. Sailendra Nanda	Prahalld Khilar	Mukta Ran
1977	Tipu Sultan	Prabhat Satapathy	Gouri Pada Tripathy	Mukta Ran

1979	Badha Bandhan	-Do-		Mukta Ran
1980	Parisad	Ranjan Kishore Pattanaik	Prahalld Khilar	Mukta Ran
1981	Balijhad	Purusattam Bhuyan	Prahalld Khilar	Mukta Ran
1981	Sabamanankar Sobhajatra	Purusottam Bhuyan	Chandra Sekhar Khilar	Gandhism
1982	Manshara Phula	Kartika Ratha	Atul Mohakud	Gandhism
1985	Rabat Nuhein	Kartika Ratha	Chandra Sekhar Khilar	Gandhism
1986	Pruthak Pruthbi	Kartika Ratha	Chandra Sekhar Khilar	Gandhism
1986	Sata Kahibaku Kian Daribi	Kartika Ratha	Paramanada Sahu	Bindubalay
1987	Aajira Sambad	Jiban Bihari Panda	Pravat Ku. Satapathy	Bindubalay
1987	Aasa Hataru kahi Ghoda Aagare Nachiba	Jiban Bihari Panda	Paramananda Sahu	Gandhism
1992	Bhanga Nishuni	Paramanada Sahu	Paramanada Sahu	Utarayana
1993	Adhikar	Hemendra Mohapatra	Chandra Sekhar Khilar	Utarayana
1994	Suna Parikhya Dandadhari	Pramad Tripathy	Chandra Sekhar Khilar	Utarayana
1995	Laxman Rekha	Pradeep Bhowmik	Chandra Sekhar Khilar	Utarayana
2000	Angara	Bhaskar Chandra Mohapatra	Chandra Sekhar Khilar	Utarayana
2001	Swarga	N. Ramababu	Chandra Sekhar Khilar	Utarayana
2002	Naira Thikana	Dr. Panchanan Patra	Sasadhar Barik	Utarayana
2003	Ea Nabaghanara Ghar	Dr. Panchanan Patra	Chandra Sekhar Khilar	Utarayana
2004	Phasa	Dr. Panchanan Patra	Paramananda Sahu	Utarayana
2004	Phasa	Dr. Panchanan Patra	Chandra Sekhar Khilar	
2005	Jatha Judhithirasya	Monaj Mistra	Chandra Sekhar Khilar	
2006	Ea Chup Hajur Asuchhanti	Dr. Panchanan Patra	Chandra Sekhar Khilar	
2007	Manchamaya	Sanjay Hati	Chandra Sekhar Khilar	
2008	Gopisahu Dokan	Sanakar Tripathy	Chandra Sekhar Khilar	
2009	Kachaghar	Basanta Mohapatra	Chandra Sekhar Khilar	
2010	Tulasi Gachha	Pradeep Bhowmik	Chandra Sekhar Khilar	

6. Problem encountered and Resources required:

Of late, a gradual loss of interest among students for theatre and drama is being marked.

- Resource crunch and financial needs to sustain the activities of the Fakir Mohan Natya Parishad. The expenditure is totally dependent on the largesse of staff members.
- There is the need of greater patronage and creation of a Corpus fund with government support.
- The employability scope being significantly limited in this field because there are few enthusiasts.
- Performing Arts has reached a high level of finesse, which is not viable in our college premises.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Response:

Fakir Mohan Autonomous College has itself gone through several transformations, infrastructural and otherwise, ever since it was established in **1944**. But the values it has all along tried to inculcate among the students remain invariant, in a specific domain. The college has taught its students how to academically excel and lead a **good life**. A good life is the ability to enjoy the routine of daily life and to find meaning in its values and to achieve one's aspirations in that context. A good life of an individual is necessary, as all citizens need a sense of safety and security, a sense of satisfaction with their social and economic circumstances, a sense of confidence about who they are and how they fit in to the worlds' larger scheme of things. Prosperity, security and identity are the basic needs that either connect or detract individuals from one another. All human beings seek security, pursue prosperity and cherish identity. Security relates to health, family, social values etc. Prosperity is all about income and earning potentials, sense of well-being and some assurance about future. Identity is about one's place in the social order. All three are inherent to the individual and yet are influenced by the external stimuli. Of all these external stimuli, education is probably the most important one. It is a matter of great pride how students coming from extremely weak financial background and vernacular base in high schools excel in the pyramid of higher learning and reach the pinnacle. A student of **+3 1st** year Science (Physics, Hons) Sri Alok Kumar Bhanja, has been selected from among 5 lakh applicants to study under the supervision of ISRO after graduation. Sri Jagannath Jena, an Alumni of this college, is pursuing his Ph.D, in Max Planck Institute (M.P.I.), Germany, under the supervision of Prof. Stuart Parkin, an acclaimed figure in the field of Microstructure Physics. These are few examples.

F.M. Autonomous College trains students to pursue good life by encouraging them to seriously practice sports. Sports are the most beneficial and become most beneficial, when they become a way of life, an activity that becomes a part of one's identity. The most compelling reason to promote sports is that they promote individual fitness and public health. Sports teach a significant lesson of life ---- **"Striving to win, yet becoming graceful in defeat"**. Sports teach students how to give everything for the group, about competitions, diligence, discipline, hard work and about sacrificing current comfort for future success and joy. College is well aware of the fact that not providing a meaningful outlet for students' combative and competitive instincts is potentially dangerous. Students of F.M. Autonomous College follow a long legacy of excelling in the playing field.

File Description	Document
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5. CONCLUSION

Additional Information :

- The college has been identified as one of the beneficiary institutes to receive funds under the **WORLD BANK assisted programme OHEPEE(Odisha Higher Education Programme for Equity and Excellence)** for augmentation and Renovation of Infrastructure, purchase of equipment and library books and holistic development of the college.
- The college acts as the Nodal college for **the programme of Self Defence Training for Girl students** carried out in as many as 60 colleges in the entire district of Balasore.
- The college is the **Nodal Centre for distribution of Free Laptops** to Meritorious Higher Secondary pass out students of the District. The college is the 4th highest in the entire state of Odisha in terms of number of Laptops distributed.
- Two Smart class rooms have been designed for use by students in the session 2019-20.
- The **Regional Directorate of Odisha State Open university(OSOU)** operates from the college campus.
- The college is going to complete **75 years of its existence** and is about to celebrate the "**Platinum Jubilee**" on 6th July 2019. The Department of Posts, Government of India has been requested to bring out a Commemorative stamp on this occasion.
- **Preservation of Archaeological Artefacts** dating back to 8th Century AD.
- **Heritage Corner** which is located on the second floor of the Central Library houses, the awards and books of Padamshree Sri.Manoj Das, and Padamashree Sri.Jayanta Mohapatra.

Concluding Remarks :

The College has been iconic so far as its existence is concerned; established in pre-Independence India, it continues to be an institute of reckoning even 70 years after Independence. The College is one of only seven Colleges to have been established in the British Odisha. The College has been a premiere institution in so far as the quality of education that it imparts. The large number of the alumni who have distinguished themselves in various fields of life in the country and abroad attests to the college making a claim in the sun. The large number of students who flock to the college to take admission in various programmes offered underscores the continuing attraction of the institute as the educational destination.

The College imparts quality, ethical and value based education and is thus instrumental in shaping the new generations of the students who will bring about a change in the educational profile of the state and of the country. It is in this context that a phalanx of highly qualified and motivated faculty have been engaged in teaching the enthusiastic learners. They are also engaged in continuous updation of their knowledge base which keeps them abreast of the latest trends in their respective fields.

The UGC designed CBCS curricula adopted by the college have been the negotiating space for both the faculty and learners. The success of the curricula indicates that the faculty have risen to the challenge and that the learners have very deftly tackled the same. The skill component of the syllabus has enhanced the

employability potential of the students. The absorption of students in various Government offices, Industrial and tertiary sectors justifies the efforts put in by both the parties.

The college believes in adding value to education. The pursuit of excellence is always moral. The students who pass through this portal of knowledge always redeem the pledge that the college administers to them: they will better the society that they inherit.

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