YEARLY STATUS REPORT - 2021-2022

Part A	
Data of the Institution	
1.Name of the Institution	XITE GAMHARIA
• Name of the Head of the institution	FR. E. A. FRANCIS S.J.
• Designation	Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	06572333351
• Mobile No:	7761045412
• State/UT	Jharkhand
• Pin Code	832108
2.Institutional status	
• Type of Institution	Co-education
• Location	Rural
• Financial Status	Self-financing
• Name of the Affiliating University	Dr. PARTHA PRITYA DAS
• Name of the IQAC Coordinator	KOLHAN UNIVERSITY
• Phone No.	06572333351

• Alternate phone No.	
• IQAC e-mail address	**iqac@xite.ac.in**
• Alternate e-mail address	**partha@xite.ac.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	**https://xite.ac.in/iqac/aqar/**
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	**https://xite.ac.in/academic-calendar/**

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.03**	**2019**	**09/09/2019**	**08/09/2024**

6.Date of Establishment of IQAC	**15/12/2015**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	**Nil**	**Nil**	**Nil**	**Nil**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	**View File**
9.No. of IQAC meetings held during the year	**4**
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	**Yes**
• If No, please upload the minutes of the meeting(s) and Action Taken Report	**No File Uploaded**
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

11.Significant contributions made by IQAC during the current year (maximum five bullets)

All the departments are encouraged to conduct seminars, workshops, conferences etc.

All the faculty members are encouraged to attend seminars, workshops, conferences etc. during the academic year and publish research papers in peer reviewed and reputed journals.

Students are encouraged for higher studies. Also constantly trying to develop better mentoring system, promoting environmental sensitiveness and participating co- curricular and extra-curricular activities for inculcating leadership qualities and universal values.

Opted cleanliness campaign for appearing the 'Swachchata Mission' to participate in 'Green Champion' competition at the district level.

Development of course file with annexure on teaching plan, pedagogy and content, assessment plan and learner-centric activities, help teachers benchmark the teaching-learning-evaluation process, help increase integration of ICT in teaching-learning and promote use of ICT.

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
Designing and implementing Annual Academic Plans [AAP] for quality enhancement.	IQAC is formed with senior academicians. IQAC conducts review meetings every month with every department and assess the progress in academics · IQAC conducted periodically FDP's on teaching methodologies, communication skills and recent transformations in the subjects offered under NEP – 2020 implication.
Arrange for feedback responses from students, parents & Alumni on syllabus, course-curriculum and teaching learning of the college.	It monitored the teaching abilities of faculty and take measures to improve teaching skills through 3600 ICT enabled resources.
Development and application of quality benchmarks / parameters for the various academic and administrative activities of the institution.	Faculty orientation programmes are organized in the beginning of the academic year in basic pedagogy.

Retrieval of information on various quality parameters of higher education and best practices followed by other institution.	Implementation of teaching / learning process using multimedia lectures etc. It monitored the faculty to use latest teaching methodologies in the class room.
Promotion of research opportunities for faculty members and Publications.	Incentives to faculty for research, research publications and qualification up gradation. It encouraged staff members to publish papers in reputed journals.
Participation in the creation of a learner – centric environment conductive for quality education.	Faculty are involved in course content development to nurture and fortify the skills of the students and faculty all the departments. Implementation of project based learning by faculty in the departments.
Prepare focused Annual Quality Assurance Reports (AQARs) has departmental Associations.	Development of quality benchmark / parameters for various academic and administrative activities of the institute.

13.Whether the AQAR was placed before statutory body?

No

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021-2022	19/01/2023

15.Multidisciplinary / interdisciplinary

The Vision of National Education Policy (NEP), to provide high quality education to develop human resources in our nation as global citizens, is well taken by the XITE College. A discussion among the faculty members was initiated on the key principles of NEP such as diversity for all curriculum and pedagogy with technological innovations in teaching and learning, encouraging logical decision making and innovation, critical thinking and creativity. In view of the NEP, XITE has initiated new interdisciplinary programmes integrating different specializations in its existing streams. Academic programmes are redesigned by the University time to time, applied to the college curriculum to include Multidisciplinary /Interdisciplinary courses as electives. All programmes are designed in such a way that students get

maximum flexibility to choose elective courses offered in other specializations. It is clearly understood that the college is proactively working towards implementation of the suggestions given in the NEP. The motto of the National Educational Policy (NEP-2020) for higher education is to stop higher education fragmentation by transforming these institutions into massive interdisciplinary Universities, colleges, and higher education institutions as Knowledge Hubs. The purpose of XITE, according to NEP standards, is to be accredited by the National Assessment Accreditation Board (NAAC) with a satisfactory grade and to strive for excellence in prescribed disciplines. In addition, the college's curriculum can contain multidisciplinary programmes. Our Institution, as part of its commitment to holistic and multidisciplinary education, has conducted a course on Human values and Professional ethics and yoga sessions for all students on campus. Additionally, our students participate in community outreach initiatives such as organizing health awareness programs, personal hygiene etc. were conducted in neighborhood villages.

Leadership and effective governance and Leadership for Higher Education Institution:

A) XITE is an affiliated college under the Kolhan University, Chaibasa and it aims to become independent self-sustainable institution pursuing innovation and excellence through accreditations and recognitions.

B) The college has a strategic Institutional development plan which is in alignment with the vision of NEP.

16. Academic bank of credits (ABC):

Academic bank credits are a key component of the NEP-2020 that academic institutions must implement. Integrating Higher Educational Institutions in a globalized space is critical and urgent as we move forward. XITE has been waiting for the phase of registered for Academic Bank of Credits (ABC) by the affiliated university. We are in the planning process to implement online courses through National schemes like SWAYAM, NPTEL, Coursera, etc., for our students and considering for credits earned against elective courses.

17. Skill development:

The extension of add on programs along with curriculum is critical for hastening skill development. XITE conducts personality development, skill development as well as ethic-based programmes with the support of highly qualified professionals / resource persons for all the programmes of the college. XITE has a specific plan to follow: To develop workplace-related skills and attitudes through internship through the internship projects and on-the job training to focus on inclusion of good practices and innovations in teaching-learning. Facilitating horizontal mobility of students to collaborate with industries for imparting practical skills and hands-on experience. To measure the achievements of learning

outcomes by outcome-based education system for 360-degree assessment and evaluation of students.

18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

The promotion of Indian arts and culture is beneficial not only to the country but also to individuals. Running the courses using English as a medium of communication and conducting various activities in all programmes, appropriate integration of Indian Knowledge system is required. The institution, on the other hand, commemorates significant dates and hosts activities based on regional languages to instill a sense of regional pride. Republic Day and Independence Day are two examples of celebrations where students are addressed in their native languages. Labour's Day, Founder's Day and Teacher's Day are the most important days of the year. Women's Day is prominent day that are commemorated with salutation events. Rangoli competition, tribal cultural festivals, X-Mass Celebrations are the noted festivals that promote the national integrity and awareness of Indian National and Regional languages, as well as the culture associated with them. In XITE all religious festivals and observations are given equal importance. National commemorative days, such as Constitution Day and Yoga Day, are also observed.

19. Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

XITE has adopted outcome-based education in accordance with the Kolhan University Regulatory under UGC guidelines. With clearly stated Programme Outcomes, and course outcomes, all courses are designed with outcomes centered on cognitive abilities namely Remembering, Understanding, Applying, Analyzing, Evaluating and Creating. Apart from the domain specific skills, learning outcomes at all levels ensure social responsiveness and ethics, as well as entrepreneurial skills so that student contribute proactively to economic, environmental and social well-being of the nation. The Course Outcomes (COs) are also aligned to the Programme Outcome philosophy. All course syllabus has been designed as per the consideration to economic and social needs at large so as to apply the spirit of NEP. Community participation and service, environmental education, and value-based education are all part of an innovative curriculum that includes credit-based courses and projects. Professional Ethics & Human Values are value-based education course that is introduced in Departmental programmes. Environmental Sciences is a course that looks at all areas of environmental sustainability. Thus, XITE has various community outreach initiatives such as Rotary Club, National Service Scheme (NSS) which caters extension activity to community.

20. Distance education/online education:

Due to Covid -19 pandemic, educational institutions in the country have increasingly involved in using the digital platforms for engaging classes, conducting conferences and meetings. Online education has broken the geographical barriers creating interaction of experts and students from far off places. Opening

up of the economy including that of educational institutions has paved the way of adopting hybrid mode of education combining online and offline resources. This can be considered as the new normal, which is envisaged in New Education Policy as well. Due to the experience gained during lockdown period of Covid-19, access to online resources by educators and students will not be a constraint anymore. Students are encouraged to opt for courses at SWAYAM. XITE has successfully imparted all its course content delivery in online mode during the Covid-19 pandemic with tools such as Zoom, Teems and Google Meet etc.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year		4
File Description	**Documents**	
Data Template	View File	

2.Student

2.1 Number of students during the year		282
File Description	**Documents**	
Data Template	View File	

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year		67
File Description	**Documents**	
Data Template	View File	

2.3 Number of outgoing/ final year students during the year		68
File Description	**Documents**	
Data Template	View File	

3.Academic

3.1 Number of full time teachers during the year		14
File Description	**Documents**	

Data Template	View File

3.2 Number of Sanctioned posts during the year	16

File Description	Documents
Data Template	View File

4.Institution	
4.1 Total number of Classrooms and Seminar halls	18
4.2 Total expenditure excluding salary during the year (INR in lakhs)	33.30
4.3 Total number of computers on campus for academic purposes	57

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

XITE College has a three-fold mechanism (institutional, departmental and individual) for the curriculum delivery and documentation.

In terms of the institution, the College creates the academic calendar and posts it on the website and notice board. This technique aids in goal-setting and timely completion of the curriculum. Department coordinators assign courses to each faculty member in accordance with the academic calendar after consulting with the Principal. Each faculty member then creates lesson plans, delivers lectures, and conducts internal assessments for each allotted course.

At the departmental level, courses are given to each faculty member and the commencement of regular classes and lecture modules are confirmed. Regular departmental meetings are held by the department coordinators, who also assess the teaching-learning process and various departmental activities.

Each faculty plans the lecture at the individual level and makes sure it is completed as per the schedule. Team learning is promoted, and slow and fast learners are matched. ICT, interactive techniques, group discussions, case studies, and other teaching-learning strategies are effectively used by all the members. In

addition, reports are kept and reviews of the curriculum and its application, course outcomes, student performance, etc., are made.

File Description	Documents
Upload relevant supporting document	**View File**
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The Academic calendar helps students, faculty and other stakeholders to get the full visibility of events that would happen during the year.

The institution prepares academic calendar in advance under the supervision of the principal and in consultation of Heads of Departments and faculty for each semester for all the courses. This ensures transparency and involvement of all in the decision-making process.

The Calendar has all the data driven information that includes internal exams, national, state, and institutional holidays, seminars, celebrations, club activities, etc.

Evaluation (CIE) consists of assignments, unit tests, presentations, case studies, internal exams, etc. The College adheres to the Calendar for conducting various activities. The advance release of Internal exam schedule, case study and assignment submission dates help the students to plan and prepare accordingly.

There are certain dates and deadlines that are set by the University and the Institution needs to stick to those guidelines. For example, we can have our orientation, end semester exams, etc., as per the dates decided by the University.

Our calendar has been divided into two semesters that on average consists of 180 days of instruction. The Internal exams are decided by the Institution and are conducted as per schedule.

File Description	Documents
Upload relevant supporting documents	**View File**
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development	D. Any 1 of the above

of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	**View File**
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

4

File Description	Documents
Any additional information	**No File Uploaded**
Minutes of relevant Academic Council/ BOS meetings	**No File Uploaded**
Institutional data in prescribed format (Data Template)	**View File**

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

1

File Description	Documents
Any additional information	**No File Uploaded**
Brochure or any other document relating to Add on /Certificate programs	**No File Uploaded**
List of Add on /Certificate programs (Data Template)	**View File**

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

20

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

20

File Description	Documents
Any additional information	**No File Uploaded**

Details of the students enrolled in Subjects related to certificate/Add-on programs	**View File**

1.3 - Curriculum Enrichment

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

The goal of XITE is to equip its students with both intellectual and interpersonal skills. Towards this, the College supports enhancement of its students' moral, ethical, social, and spiritual development. Therefore, we can say that the College pursues excellence in imparting quality education as well as holistic personal growth.

Keeping the above aspects in mind a few co-curricular and extracurricular activities are incorporated into the course structure, and a certificate course in Business Ethics is offered to the interested students. The College conducts numerous sensitization activities, such as trips to orphanages, rural villages, etc., where the students meet with the underprivileged and attempts to instill in them human values. Students are also given instructions on environmental ethics and sustainability practices.

The College gives equal opportunity to male and female students and gives advance gender parity. It has Grievance Redressal Cell and offers support to students on matters pertaining to problems, safety, and security to all the students and employees. There are separate rest rooms for boys and girls in the College and separate hostels in the campus secured with CCTV.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	No File Uploaded

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

2

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	**View File**
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded

Number of courses that include experiential learning through project work/field work/internship (Data Template)	**View File**

1.3.3 - Number of students undertaking project work/field work/ internships

60

File Description	Documents
Any additional information	**No File Uploaded**
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	**View File**

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**D. Any 1 of the above**

File Description	Documents
URL for stakeholder feedback report	**No File Uploaded**
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	**No File Uploaded**
Any additional information(Upload)	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows	**B. Feedback collected, analyzed and action has been taken**

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	**https://xite.ac.in/wp-content/uploads/2023/02/SSS-%E2%80%93-Analysis-%E2%80%93-2021-22.pdf**

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

240

File Description	Documents

Any additional information	No File Uploaded
Institutional data in prescribed format	**View File**

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

68

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	**View File**

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The institution begins the academic session by evaluating the students' academic readiness. To distinguish between slow and advanced learners, the College uses a variety of assessment techniques, such as assignments, seminars, group discussions, class tests, projects, internal exams, regular attendance, etc.

At regular intervals, the mentors monitor the students' progress and interacts with mentees. This teacher-student interaction and regular tests helps in differentiating between slow and advanced learners. The additional doubt clarification classes are provided to the needy students. It is found that some people communicate well both orally and in writing, whereas others communicate well in writing but not orally. There are also kids who priorities extracurricular pursuits like sports, dance, music, etc. over academics. The mentor points out additional skill sets and encourages the student to improve performance and self-confidence.

During the faculty meeting, these difficulties are discussed, and mentors respond appropriately. The appropriate support is provided to students who have a history of absences, poor academic performance, and psycho-social issues. Even sluggish learners are expected to improve performance, pass all academic requirements, and obtain their degree on schedule time.

File Description	Documents
Link for additional Information	Nil
Upload any additional information	No File Uploaded

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers

282	14

File Description	Documents
Any additional information	No File Uploaded

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

The College emphasizes student-centric approach and emphasis on experiential and participative learning and gives adequate support in addressing various problems.

1. Experiential Learning: The College promotes experiential learning through case studies, projects, presentations, computer lab sessions, summer internships, business model development, industrial visits, etc. to increase the students' experiential learning and cognitive growth.

2. Learning through participation: Students are encouraged to take part in group projects, different activities where they can enhance their abilities, and learn from their friends. Through cocurricular activities, cultural programmes, quizzes, seminars, and other activities, they are given chances of participative learning.

3. Methods for addressing problems: Through mentoring and a variety of co-curricular and extracurricular activities faculties encourage students to learn and develop problem-solving skills. Discussions and debates on contemporary issues are addressed to enhance students' ability to address personal and social problems. Skill Enhancement courses are offered to provide and prepare students for life. To this end, the College sponsors expert talks on skill development.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The College uses a blended learning approach that combines traditional classroom instruction with ICT-enabled teaching and learning. ICT resources are available in each classroom. WhatsApp groups are used as platforms to communicate, address queries and share information. The College provided an e-learning environment and held regular online classes during the Covid-19 pandemic.

Along with conventional teaching techniques, faculty members expose students to advanced information and practical learning through the use of IT-enabled lecture materials including Power Point presentations, pdfs, video clips, and internet resources.

Other important activities such as project presentation, debates, group discussions and mentoring were conducted online through Microsoft Teams platforms for quality teaching learning process.

The departments conducted webinars, workshops and guest lectures on the core subjects for effective teaching and learning through Industry experts and Alumni. Majority of the instructors employed participatory techniques. The importance of classroom interaction was emphasized using questions, analyzing cultural views, project presentations, PPTs, skits, etc. The computer lab with uninterrupted internet connectivity has been set up to encourage autonomous learning and development of the soft skills.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	Nil

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

9

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	No File Uploaded
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

14

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

7

File Description	Documents

Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	No File Uploaded

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

59

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

The internal assessment of the College is part of the overall student learning outcome process as well as part of the control process.

The transparency and robustness of the internal assessment in terms of frequency and mode is observed by the College through academic planning for every semester as well as taking in view the PO, PSO, CO. The robustness and transparency of the internal assessment is also maintained through continuity and regularity of the assessment types according to PO, PSO, CO and the learning outcomes.

The internal assessment is transparent and robust as

- The modes of assessment is duly decided by the faculty and the course coordinators before start of the semester and duly communicated to the students.
- The students are provided with multiple opportunity by the respective faculty
- The students who miss the opportunity due to factors beyond control are given another opportunity.
- The faculty uses multiple assessment like cases, group and individual PPT presentation in the classroom, in class discussion etc.
- The students are communicated about the various modes assessment and grading process well in advance by the faculty

File Description	Documents
Any additional information	No File Uploaded

Link for additional information	Nil

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

The examination department of the college takes care of the internal examination. The department strives to conduct the exam in a free, fair, and transparent manner.

The internal exams is decided at the beginning of the semester and it is communicated to all the faculty and the students.

The grievances related are settled in a three-tier mechanism.

Level-1 is by the subject faculty. The College upholds high ethical and moral values and practices and assures the faculty remains committed to it. Any grievance related to CIE is first brought to the notice of the faculty by the aggrieved student(s). The faculty addresses the student's grievance within one – three working days.

Level -2 is by the examination department. A student who is not satisfied with the faculty level solution raises the matter with the Controller of the Examination of the College. The grievance is to be settled within one – seven working days from the date it has been placed.

Level -3 is by the head of the institution, the Principal. The principal listens to the student's grievance and interacts with the controller of examination and if needed with the faculty and conveys the decision as final.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

Programme and Course outcomes of the Programmes offered by the institution are aligned as per the programme and the course guidelines of the affiliating university. The College exercises the space within the guidelines of the university. The college level meeting for each of the program and the course is discussed, deliberated and decided in the faculty meeting.

The CO, PSO and the PO are listed strictly as per the vision and mission of the college. The college also considers the emerging needs of the requirements of the industry and that of the Higher Educational Institutes and the society and the nation at large.

This helps the faculty to provide adequate and relevant cases, examples, exercises, talks by eminent persons etc.

The agreed outcomes are shared amongst the faculty for due exercise, execution and sharing with the students at the beginning of the semester and also during each of the subunits of each of the papers of the semester. This helps the students to understand the current course and the paper frame. The expected outcomes of the CO, PSO and the PO are also communicated through the college website, the college notice board, and the class notice board.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://xite.ac.in/programme-outcome/
Upload COs for all courses (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The program outcome (PO), the program specific outcome (PSO), and the course outcome (CO) gets evaluated at multi- level using multiple measuring methods. This includes the performance of the students during the class lectures by the respective faculty. The students are given study materials, students prepare power-point presentation on the given topic which may be applicative in nature and while sharing they need to address the query/clarification/question by the classmates and/or the faculty. Sometimes the students give presentation to their juniors on subject topics and clear their doubt. The college also conducts the internal assessment exam which is as per the university pattern thereby providing the achievement measurement. All these are used to measure the course objective.

The program specific outcome is measured using the outcomes of the university conducted exams. It is also measured by the changes in the student's soft-skills, self-confidence, vocabulary and terminology usage, ability to work in an organisational setting. The program outcome is measured by the level of employment, the admission of the student to the higher education institute rankings (NIRF, NAAC, EQUIS, AMBA) etc.

Each of the PO, PSO and the CO are discussed at the departmental level and then at the college level amongst the faculty and the college principal.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://xite.ac.in/programme-outcome/

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

400

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	**View File**
Upload any additional information	**No File Uploaded**
Paste link for the annual report	**Nil**

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://xite.ac.in/wp-content/uploads/2023/02/SSS-%E2%80%93-Analysis-%E2%80%93-2021-22.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

File Description	Documents
Any additional information	**No File Uploaded**
e-copies of the grant award letters for sponsored research projects /endowments	**No File Uploaded**
List of endowments / projects with details of grants(Data Template)	**No File Uploaded**

3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

File Description	Documents
List of research projects and funding details (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**
Supporting document from Funding Agency	**No File Uploaded**
Paste link to funding agency website	**Nil**

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

6

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

11

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

5

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

The College organizes various activities with regard to sensitizing students on social issues and their overall development. The NSS Unit of the College takes part in various initiatives like organizing camps, Swachh Bharat initiatives, blood donation camps, etc. The College has dual objectives in mind while conducting such events such as of sensitizing students on

various social issues and contributing to strengthening community participation. The College has social group which organizes different activities such as visiting the village and orphanages, conducting awareness activities on environmental issues, etc. During these visits, the students perform cultural activities and contribute something tobring Joy in those less privileged ones of the society. In and through these and other activities, the College inculcates social values, and enlighten students on the larger social issues that are prevalent in the community. Thus they are given opportunities for their holistic development and for becoming socially responsible citizens.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year(Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

10

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template)	View File

3.3.4 - Number of students participating in extension activities at 3.3.3. above

during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

130

File Description	Documents
Report of the event	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	**View File**

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

Nil

File Description	Documents
e-copies of linkage related Document	**No File Uploaded**
Details of linkages with institutions/industries for internship (Data Template)	**No File Uploaded**
Any additional information	**No File Uploaded**

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	**No File Uploaded**

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

XITE College has excellent infrastructure and physical facilities for quality teaching-learning. All the classrooms are equipped with ICT (desktop, projector, sound system, etc.) allowing teachers to adopt various teaching methods to improve teaching-learning process.

Library and one computer lab with enough desktops and high-speed internet connectivity are also present. As part of the internal assessment and evaluation, students are encouraged to use the computer lab to finish their assignments and projects, which are provided at regular intervals. Assignments and projects are prepared and submitted by the students and evaluated easily by the members of faculty.

A conference room with ICT facility makes it easier to run seminars, workshops, faculty development programmes, as well as sessions by experts. Additionally, the College maintains an active Microsoft Teams account for each faculty member and student ensuring that instruction continues even in the absence of physical classes. Effective utilization of infrastructure is ensured through proper maintenance of these facilities.

All the members of faculty and staff have access to a G-Suite email account managed by the College for academic and college-related, both internal and external, communication.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

The institution has adequate space for outdoor activities. The institution has two basketball courts, one volleyball, kho-ko, and a football/cricket ground. There is provision for many outdoor games such as, cricket, football, basketball, handball etc. and many indoor games like carom, chess, cards, etc. The students have allocated sports hour in their weekly routine and a faculty mentor to take care of outdoor and indoor games. Every year the institution hosts an annual 'Sports Meet' where students participate to showcase their skills in games like football, cricket, kabaddi, badminton, shot-put, long-jump, athletics, and many more. Apart from this yearly event, sports events are held throughout the year at frequent intervals. Such events are spread over a variety of indoor and outdoor sports activities where students engage in competing individually as well as in groups.

File Description	Documents
Upload any additional information	No File Uploaded

Paste link for additional information	Nil

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

16

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

16

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

47.47

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

XITE College Library located in two places in the College. One information centre is located at 1st floor and Departmental library is located at the top floor. The collection includes more than 6479 books, 124 journals, 15 magazines, and 41CD's. The collection of books includes subjects of Economics, Social Sciences, Languages, Management, Humanities, Commerce, Englishetc. The library has a reference section along with a spacious reading hall that can accommodate 50 users. The library is automated with integrated library management software, KOHA Software. The various modules of the library such as data entry, issue and return and renewal of books, member logins, etc. are done through the software. The Books are classified according to Dewey Decimal Classification. OPAC (Onlinepublic access catalogue) service is also provided where the users can search the collection of books by title, author, and publisher etc. Reference service is provided to right users at the library period and after the class hour. The

books are being bar coded and the users are given unique barcode ID. The new books are displayed for two weeks on the display stand. The library provides reprographic service and internet service. For enhancing security, closed circuit cameras have been installed.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional Information	**Nil**

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	**E. None of the above**

File Description	Documents
Upload any additional information	**No File Uploaded**
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	**No File Uploaded**

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

0.95

File Description	Documents
Any additional information	**No File Uploaded**
Audited statements of accounts	**No File Uploaded**
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	**View File**

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

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

60

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	**No File Uploaded**

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Regular updates are made to the IT facilities. The management buys new IT hardware as needed, including computers, LCD projectors, cameras, microphones, amplifiers, sound boxes, network racks, manage switches, media converters, network firewall systems, etc.

Computers, printers, photocopiers, and a computer lab are available at XITE. LCD projector is available in every classroom. A server room is set up to accommodate all online communication and data transfer. The College is covered with CCTV camera system. National Library and Information Services Infrastructure (N-LIST) membership has been provided to the students and faculty. The hostels of boys and girls are also covered with CCTV cameras. Thus, the Campus is fully secured and monitored remotely.

The College uses bio-metrics system for taking the attendance of the members of faculty and staff. Switching (Core, Distributed and Access) model is implemented. Core layer switches in the building relates to the Optical Fiber Network. This core switching is further extended through Distributing Switches of departments.

Overall, every year the computer lab is upgraded as per the requirements. We were using 10 Mbps Internet speed which has been upgraded to 50 Mbps Internet speed in our campus.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Number of Computers

57

File Description	Documents
Upload any additional information	No File Uploaded
Student – computer ratio	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution

D. 10 - 5MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

33.30

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts.	**No File Uploaded**
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	**View File**

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.

Maintenance of Library Facilities: As part of routine monitoring and control, stock verification is performed. The diaries and volumes are protected against any damage.

New books are purchased as advised by the members of faculty and periodicals subscriptions are renewed. The library records are updated and maintained on real time basis. The books are arranged program wise. The bookshelves are cleaned regularly. The library is equipped with Koha Software system to execute its function.

Computers: There are enough computers in the library with the software and internet connectivity. The IT Administrator looks after the computer systems, UPS, servers, and software.

Classrooms and Conference Room: Both the classrooms and conference hall have enough seating capacity as well as LCD projectors. The fire extinguishers are installed in the College building. Maintenance of other auxiliary systems inside and outside the College, housekeeping and cleanliness are handled by internal workers. Sanitation of restrooms is done daily. The playground is maintained regularly. Water that is clean and hygienic is readily available in the College. Water coolers and water tanks are routinely cleaned. The members of the Fitness Club take care of the sports equipment.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	**Nil**

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

42

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	**View File**

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

42

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	**View File**

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**E. none of the above**

File Description	Documents
Link to institutional website	**Nil**
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	**No File Uploaded**

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

5

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

5

File Description	Documents

Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees	B. Any 3 of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	No File Uploaded
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

7

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

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

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	**No File Uploaded**

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

By including them as members of various cells and clubs, students are exposed to administrative, cocurricular, and extracurricular activities. The College's efforts help students develop more fully as people and as leaders.

Representatives from the students take an active part in all cells and clubs and activities. They share the clubs' duties with other members and coordinate a variety of events. All classes have two students (one boy and one girl) designated as class representatives. They are responsible for representing any issues related to academics/non-academics to concerned class/club mentor. The mentors interact with class representatives frequently.

Additionally, the students organize various events under different clubs and cells.

The list of committees in which students are represented and actively involved in the College are:

1. Fitness Club

2. **Cultural Club**

3. **Literary Club**

4. **Community Service Club**

5. **Youth Club**

6. **Media and Photography club**

7. **Anti-Sexual Harassment Cell**

8. **Grievance Redressal Cell**

9. **NSS unit**

10. **Internal Quality Assurance Cell**

11. **Anti-Ragging Cell**

12. **National Innovation and Start-up Policy (NISP) Cell**

13. **Institution's Innovation Council (IIC) Cell**

14. **Rotaract Club**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

13

File Description	Documents
Report of the event	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	**No File Uploaded**

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Alumni are an institution's most loyal supporters and they are fundraising prospects. Alumni generate invaluable word-of-mouth

marketing among their social and professional networks. Maintaining a positive relationship with alumni means that the messages they share about XITE institution will also be positive – and current.

XITE Alumni Committee was formed led by Fr. Principal E.A. Francis, S.J., after the Alumni meet on 27th December 2020. The Alumni Association was named "AXITEA", meaning Association of XITE Alumni. Starting from the year 2020, the College collects an Alumni fee of Rs. 1000/- from all those students who completes college degree programme.

By engaging alumni, an institution can continue to benefit from their skills and experience. There are some alumni who is currently employed at XITE.

Alumni are great role models for current students and are often well placed to offer practical support to students as they start their careers.

Alumni are often in the position to engage the expertise of the institution in their professional lives. Keeping this in mind, there are sessions that invite alumni as speakers. The interaction between alumni and current students helps in developing a bond and also helps the current students to gain knowledge about the job prospects, opportunities and industry expertise.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.4.2 - Alumni contribution during the year (INR in Lakhs)

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The vision of XITE aspires for Academic and Human excellence. As such efforts are given for good academic results. Every year we have students passing University exams with flying colors. There are toppers and gold medalists. We believe in democratic way of Governance. Everyone has a say in the decision-making process of the Institute. The decisions are always taken at the grass root level and then communicated to the higher authority. There is faculty participation in the process of subject and class allocation. Activity coordinators are recognized keeping in view the interest area of the faculty. All the committees be it Women Cell, Grievance Redressal cell, consists of faculty members and

the decisions are unanimous. This builds the interest in all, promotes teamwork, and guarantees smooth managerial functioning.

Our Mission is to impart quality education through mentoring, counselling, and moral guidance. As such the faculty always provides mentorship to the students. There are mentors assigned for each class and the students are required to share even the smallest of their concern with the mentor.

The College is situated in a tribal-dominated state of Jharkhand and continues to work for the empowerment of the local people. There are activities through which students work in coordination of the localities. This develops moral and social responsibilities in the students.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

XITE Institute has imbibed the policy of decentralization and participative management in the academic and administrative process. Principal Father Francis gives complete freedom to all cell members, faculty members and committee members to take decision and function at their level. All faculty members and administration conduct meeting and prepare the Academic calendar. Various committees, cells and clubs are then formed and responsibilities are assigned to them.

Committee Chairman and members of the committee report to the principal and IQAC about the planning and implementation of the decision. Feedback is collected from all stakeholders (for e.g., there is PT meeting to get feedback from parents), andthen further steps are taken to incorporate the recommendations. The Institute strives for excellence. The Head of Department plan the activities of their department and also look after the day to day working of the department, which again is effectively monitored by the Principal. The club mentors decide the activities of their club but it has the participation of each and every student member of the club. Every faculty member is involved in the various academic and administrative or other statutory and non-statutory committee.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

XITE college believes in MAGIS (Greater, Better, Higher). It means that we should look forward and try to do better than we did last

even when one is at the leading stage. Towards furtherance of this value, XITE sets its objectives at the beginning of the academic year and the objectives for subsequent years.

As mentioned in the previous AQAR (start one new course), XITE undertook documentation preparation for filing the proposal for starting the bachelor's course in English (H). We preparerequired infrastructure and submitted the documents by stating the eligibility to the affiliating University and received affiliation.

The college administration worked fervently to attract the students for the course and got enrolled reasonably good number of students for the year.

Thus, we can say that the College has strategic plan in place, year-after-year, to meet the expected outcomes such as starting new courses, infrastructure development, promotion, enrollment, imparting quality education, academic excellence and development human persons who are responsible leaders for tomorrow.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The governance body of theinstitution guarantees that the educationiststake partin maintainingthe institutional ideas,subcultureandpreserveveviability. Theaction plan of the institute in alignment with itsimaginative and prescientandchallengeis to ensure via organisationframework, potentialplanning, dynamicmanagementand decentralized administration.College Governing Board is headed by the Chairman, Secretary, Treasure and Members.

ThePrincipalof the College, for its day-to-day administration,functionsunder thecourseof the Secretary. Under thecourseof the Principal, Heads ofnumerousDepartments, Librarian, NSS Coordinator, Administrator, Treasurer and IQAC Coordinator function. ThePrincipaldelegatesobligationsto each coordinator and he/she isat onceliable fortaking it forwardhowevertakesremarksfrom them regularly. Under the direct supervision of the IQAC Coordinator In-feeof various Cellsinclusive ofAnti-Ragging, Anti-Sexual Harassment, Grievance Re-dressal, Placement, and Research Cellfeatures. Thedepartmentcoordinators insessionwith thePrincipalallot subjects to the faculty, prepareslectureschedule, etc. The Controller ofexamconductsinternalassessmentsasin step withthe academic calendar. The treasurerkeepsthemonetaryaccounting and manages finance judiciously. Thefinancesis readyinsessionwith the principal andvarious In-charges, presents attheendof

themonetaryyear forthe subsequent12 monthsand
makespositivethatchargesare asin step withthe budget.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	Nil
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	C. Any 2 of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	No File Uploaded
Screen shots of user interfaces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

In our Institution Staff welfare is given foremost importance. Medical Leave & Maternity leave for eligible staff members. Faculty members are eligible for Earned Leave. As Institution has a multicultural environment in the campus, the management ensures the celebration of all the festivals together.

Staff quarters with no maintenance cost are available at affordable cost. Sponsorships to attend and present papers in conferences both in India as well as abroad. Internet and free Wi-Fi facilities are also available in campus for staff. Faculty members are provided with Individual seating space and system to facilitate good ambience. Faculty development programs (FDP) for faculty members on regular basis. Skill development courses are organized for non- teaching staff to enhance their skills in work environment. Automation of attendance and leave using biometric system. All the faculty members who upgrade their research work through quality publications during the academic year are honoured by management and institute through research incentive scheme every year. Employees Provident Fund as per PF rules. Gratuity to confirmed faculty.

File Description	Documents
Paste link for additional information	Nil

Upload any additional information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	No File Uploaded

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

1

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded

Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	**View File**

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

XITE College hastwo kinds ofPerformance appraisal system for the teaching-staff.The primaryone is Performancebased mostlyAppraisal System (PBAS)and therefore thesecondis annual 360 degree appraisal. The PBAS provides annual feedbacks of individualstaffs. It helps them in understanding thedynamicwantsof students. All teachingworkersbearthe PBAS asa part oftheestablishmentand self-appraisal.This techniqueencourages themto formimprovement in teaching and learning Individual difference. The appraisal is conducted once a year and it consists of their performance in academic, research, administrative, research and other extracurricular activities. The 360 appraisalwhich hascolleagues, subordinates, management, self, and beneficiaries. Theadditivereport is shared with individualstafffor his or herimprovement and commitment. The non-teachingworkersalsobearthe 360 degree annual appraisal systemand therefore theresultsshared with them for necessary improvement and dedication.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The College has a mechanism for conducting internal and external financial audits ensuring financial compliance. The proposed budget is presented before the Governing Body and gets it approved with necessary changes, if required. Process of the internal audit: All vouchers are audited by an internal auditor appointed by the Chairman of the board and approved by the Governing Body. The internal auditor examines all the expenses incurred during the year under different heads and verifies it with bills and vouchers. The discrepancy is brought to the notice of the principal and theSecretary, if any. Process of the external audit: The accounts of the College are audited by a certified Chartered Accountant (CA) approved by the Governing Body. The auditor ensures that all transactions are carried out as per the rules and regulations of the Government and within the approved budget. The auditor submits the audited financial report to the management for review, and then submits to the Government as per the requirement. The Institution maintains the copy of the official audit report duly signed by the authorities.

File Description	Documents

Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institution is running in self-finance mode. So, the major fund is being generated by the fees charged by students of the institution. The college is also trying to generate funds by conducting Workshops and Conferences. The college is in the process of registering the Alumni Association in the future. Funds will also be generated in near future from the stakeholders.

Every year funds are utilized for the up gradation of the Library System and for buying new books. A larger part of the fund is also utilized in the maintenance of infrastructure needs. The further fund is also utilized to improve quality teaching and learning. Various talks, workshops, and faculty development programs are arranged by the various departments of the college to improve the quality of academic performance of the college.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Internal Quality Assurance Cell (IQAC) The prime task of the IQAC is to develop a system for conscious,consistent and catalytic improvement in overall performance of the Institution. The IQAC makes a significant and meaningful contribution in the post-accreditation phase of the Institution. The IQAC channelizes all efforts and measures of the Institution towards promoting its academic excellence. Strategies of IQAC 1. Ensuring timely, efficient and progressive performance of academic, administrative

tasks. 2. Insisting on academic quality and research programmes. 3. Equitable access to academic programmes for various sections of society. 4. Optimization and integration of modern methods of teaching and learning. 5. Credible evaluation procedures. 6. Ensuring adequacy, maintenance and functioning of the support structure and services. 7. Inculcating pedagogy to make teaching-learning fruitful. IQAC's contribution for institutionalizing the quality andprocesses 1. Academic Transparency Timely preparation of academic calendar Plans curriculum, academic as well as non-academic activities and make them part of the calendar Addresses all issues on Syllabus, Evaluation, Academic Events, etc. Distribution of subjects well in advance to the faculty for designing lesson plans. Assures that faculty maintains Class records. Assess performance of faculty and shares the reports Collects feedback from all the stakeholders on the performance of the faculty and Institution and shares it with Principal. 2. Inculcating Leadership Quality in Students: Puts in emphasis on students' leadership. Promotes proactive behaviour in students. Teaches the students to discover their own strength and capability through encouragement, and trust. Various platforms and opportunities are given to the students for co-curricular and extra-curricular activities.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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 and recorded the incremental improvement in various activities

The IQAC monitors and reviews the teaching-learning process, structures, methodologies, and learning outcomes of the College. Based on the feedback, the Cell adopts various innovative activities and reforms. The Cell conducts reviews the teaching-learning process, operations, and learning outcomes. Academic Calendar: The College schedules the academic calendar prior to the commencement of the academic year. The Cell makes sure various events such as seminars/ guest lecture/ workshops/ FDP/ internal exams and so on are conducted as per the calendar. Preparation of lesson plans: The Cell assures that lesson plans are prepared by the faculty members for all the subjects they teach. The faculty enriches the curriculum plan with guest lectures, industrial visits, tests, projects, case studies, and so on. Evaluation of teachers: The College has 3600 feedback system to evaluate the teachers. The evaluation method and structure include teaching methodologies, course delivery, strengths and weaknesses, difficulties faced in the subject, etc. Principal monitors the feedback and takes appropriate corrective measures. Student learning outcomes: The College monitors the students' performance regularly. It has specified procedure to collect and analyse data on student learning outcomes; the following points are adopted by the Institute on this: Regular classes and interactions between faculty and students Continuous evaluation comprising internal

tests, assignments, group discussions, case studies and project presentations. The internal exams as per the University Pattern Questions and format. Providing Lecture notes Timely Redressal of students' grievances. Insisting on the 75% attendance is compulsory to sit for the

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	**https://xite.ac.in/iqac/aqar/**
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

XITE Gamharia is situated in Saraikela-Kharsanwa District. It has a large population of tribals. In Jharkhand, there are 5.28% Scheduled Caste (SC) and 35.18% Scheduled Tribe (ST) of the total population. The literacy ratio is 57.56%. At XITE around 55% of students belong to ST, SC, and OBC categories (approximately 35% ST, 16% SC, and 17.5 % OBC). The institution gives priority to marginalized groups. Girls' population is 42.2% of the total students. Therefore, the Institution gives special focus to girl students.

The institution gives important attention to Gender equality. Each classroom is represented by a boy CR and a girl CR. It helps to develop leadership qualities and the overall development of the students. CCTV cameras had been installed to ensure safety & security at the college and Hostel campus.

The college has a separate common room and washroom for boys and girls. Girl students get equal opportunity to participate in all events or competitions such as cultural, sports and community service, etc. College gives mentoring and counseling facilities to its students. The college has different cells to address students' issues such as the Anti-Sexual Harassment cell, and Anti-ragging, Grievance Redressal cell.

File Description	Documents
Annual gender sensitization action plan	**Nil**
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**D. Any 1 of the above**

File Description	Documents
Geo tagged Photographs	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Solid Waste Management: After collecting solid waste, organic wastes are allowed to decompose and then Institution use this manure for college gardening purpose. If anything is damaged on the campus get it repaired immediately.

Plastic-free Zone: The College campus is a plastic-free Zone.

Liquid waste management: There is a proper drainage system for liquid waste. No water is allowed to collect at any place.

Biomedical waste management: Since there is no use of Bio medical materials frequently on campus, we do not have a formal management system for the same.

E-waste management: All the old and depleted computers and electronic gadgets which are not fit for use are dumped collectively in a specific place provided for it and are given to e-waste managing agencies.

File Description	Documents

Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	Nil
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. Restricted entry of automobiles 2. Use of Bicycles/ Battery powered vehicles 3. Pedestrian Friendly pathways 4. Ban on use of Plastic 5. landscaping with trees and plants	B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	E. None of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded

Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institute is proactively taking efforts in providing an inclusive environment. The initiatives are to promote better education, economic upliftment of the needy, and set communal harmony. Institute has conducted cloth drives in villages, and also an initiative has been taken to identify the academic need of children in a nearby village. The extension activities are targeted toward enabling a holistic environment for student development. The college has always been at the forefront of sensitizing students to the cultural, regional, linguistic, communal, and socio-economic diversities of the state and the nation.

The College celebrates cultural and regional festivals like Youth Festival, Constitution Day, etc. to teach tolerance and harmony to the students. The Gender Equality norms (Developed by Anti Ragging

Cell and Anti Sexual Harassment Cell) focus on equal access, opportunities, and rights for women and men. By providing a barrier-free environment, and needed facilities the college takes continuous efforts to make the differently-abled feel in the college family. The college has conducted classes on Business Ethics, Business, and Corporate Law, and Environment Development for the students of all courses to teach human rights, peace, tolerance, love, compassion, harmony, promotion of social values, awareness of environmental protection, and ethics.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The College organizes various activities such as Institution Day, Independence Day, Republic Day, Jharkhand Diwas, etc. to sensitize the constitutional obligation, fundamental rights, duties, and responsibilities as stated in the Constitution of India.

The College offers a one-semester certificate course on 'Business Ethics' to educate the students on ethics and its importance.

The NSS team organizes Blood Donation Camp, Road Safety Rallies, Tree Plantation drives, etc. to develop a sense of societal responsibility.

The different cells, Anti-Ragging, Anti-Sexual Harassment, and Grievance Redressal, sensitize students about their rights, duties, and responsibilities to provide justice.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	No File Uploaded
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff	C. Any 2 of the above

4. Annual awareness programmes on Code of Conduct are organized

File Description	Documents
Code of ethics policy document	**No File Uploaded**
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

The College believes in celebrating national and international commemorative days to inculcate values and maintain traditions and legacy. These celebrations are an integral part of learning for building a strong and healthy nation with cultural values. The College makes tremendous efforts in celebrating national and international days, with a festive mood by conducting various activities such as seminars, competitions, cultural events, etc. We celebrated the following important events this year

- International Yoga Day
- Independence Day
- Republic Day
- Gandhi Jayanti
- Founder's Day of the Institution
- Hindi Diwas
- Jharkhand Sthapana Diwas
- Sarhul Day
- Makar Sankranti
- Labour Day

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	**No File Uploaded**
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice 1

Regular Morning Assembly

- Teach self-responsibility and duty.
- Develop Self-confidence and communication skills

The morning assembly is conducted regularly by four representatives of the class. Prayer, Thoughts, Amazing facts, and News are read out by students. Each class receives a chance on rotation basis. This practice helps to build leadership qualities, communication skill and self-confidence within the students. Students belong to different religions diversity is observed. Students stay updated with current affairs, overcoming stage fright.

Best Practice 2

Involvement of students in research work

- Explores intellectual ability of students.
- Develops writing skills.
- Helps students to learn and understand the problems.

The classes on Research methodology have been conducted for the students as part of their curriculum. The students who can contribute intellectually are identified through an assessment, and they are allotted mentors to train and supervise them. Consequently, allotted mentors guide them to write a paper on that particular topic. This entire process is monitored by College Research Cell. Some articles have submitted by students and corrected by their respective mentors.

The college is aiming towards ISSN.

File Description	Documents
Best practices in the Institutional web site	No File Uploaded
Any other relevant information	No File Uploaded

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

We believe that college life is not all about academics, but a holistic development. It includes learning to interact with other people, awareness of social, environmental, and gender issues, and inequities in society. We provide opportunities for every student to contribute for making the society a better place to live and grow as better individuals.

In line with its vision of working towards the socio-economic development of the country, XITE has taken utmost care to give back to the community through the Community Service Club.

Along with other sports cultural and activities, the NSS unit plans activities like tree plantation and field visits to expose the students to the pressing issues in our society. As a special thrust, societal development is also instilled on a large scale

into the students through the active NSS unit which undertakes various services to inculcate social values.

Several activities are undertaken for the first-year students to expose them to the pressing environmental issues and encouraged to participate in competitions dealing with environmental issues. The poster competition was organized by the Media and Photography Club for the students to present their ideas to address environmental issues.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

To work towards getting the best NAAC and NIRF ranking status among the colleges in and around Jharkhand.

Register the XITE alumni association so that the alumni may share their skills, knowledge, and experience with their juniors.

The college having an established Research Cell, encourages its teachers and students to do research. In the future college aims to publish its own Research Journal.

The college also aims to conduct several seminars in departmental and inter-departmental, national conferences, and so on.

The college also introduced Corporate Certificate Courses to hone the skills of the student. In this direction, the college aims to introduce more certificate courses for the students.

Increase enrolment of students into the courses which have not picked up well and make students not just graduates rather make them employable and entrepreneurs to become job creates and not job seekers.

Start postgraduate and new undergraduate programmes, which requires scaling up of additional infrastructure.