Gangadhar Meher University, Sambalpur

Odisha State Higher Education Council
24-25 March 2022

Executive Summary

Gangadhar Meher University (GMU), Sambalpur came into existence on the 30th of May 2015 as a unitary institution of higher learning. GMU owes its origin to Sambalpur College established in 1944. It was subsequently renamed Gangadhar Meher College in 1949 and was accorded the Autonomous College status in 1991. It was adjudged as a college with Potential for Excellence by UGC in 2015. It was accredited with an 'A' grade by the NAAC in 2015. The institution completed 75 years of its existence on 7th July 2019.

The Odisha State Higher Education Council (hereafter, OSHEC) performed an Academic Performance Audit (APA) of the GMU over a period of two days starting on 24th March 2022. The OSHEC took this initiative based on a formal request by the GMU Vice Chancellor, Prof. N. Nagaraju. One of the objectives of the OSHEC is to conduct an Academic Performance Audit of all HEIs in Odisha under the administrative control of the Department of Higher Education, Government of Odisha.

The OSHEC reviewed the academic activities of various departments of GMU under four broad categories, (1) Student-related performance, (2) Teacher-centric performance, (3) Infrastructure, and (4) General activities that reflect academic growth.

Major highlight

1. GMU was awarded the 12 (B) status by the UGC, w.e.f., 26th August 2019.
2. GMU published 112 documents in Scopus-cited journals during the period from 2017 to 2021. In 2017, the number was just EIGHT and in 2021 it was 47. Based on SCOPUS data, the number of citations also rose from TWO in 2018 to 152 in 2021 (Figure-1). However, there is a necessity to improve the data on documents and citations per faculty cited in SCOPUS (Table 1).
3. The University deserves appreciation for mobilizing INR 37,72,000.00 for the Central Alumni Fund through "Mo College Abhijaan" of the Government of Odisha.
4. The University declares the results of Ph.D. thesis adjudication within 90 days following submission.
5. GMU awarded about 18 Ph.D. degrees from 20th November 2020 till the time of writing of this report.
6. GMU constitutes a students' council through an indirect election-cum-selection process based on students' merit and attendance.

Academic Performance Audit

The audit team reviewed 26 departments/units at GMU. In addition, the team also reviewed the activities of the central library, examination section, programs in self-financing mode, and NCC/NSS. The team interacted with the Vice Chancellor, Registrar, Officers, IQAC director, In-charge of the website, and In-charge of e-resources of the university.
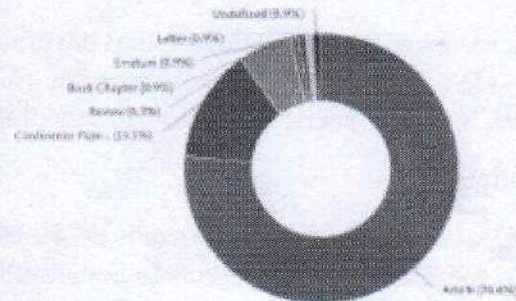
Documents by year
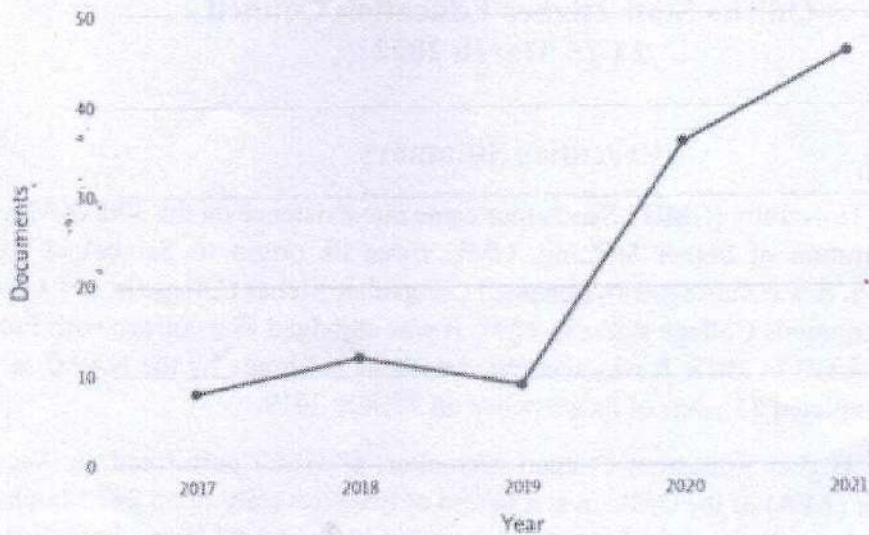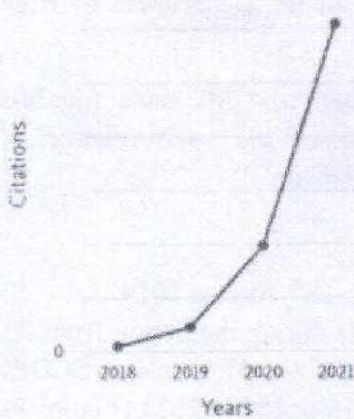
Documents by type

These documents h-index

Of the documents considered for the h-index, 8 have been cited at least 8 times
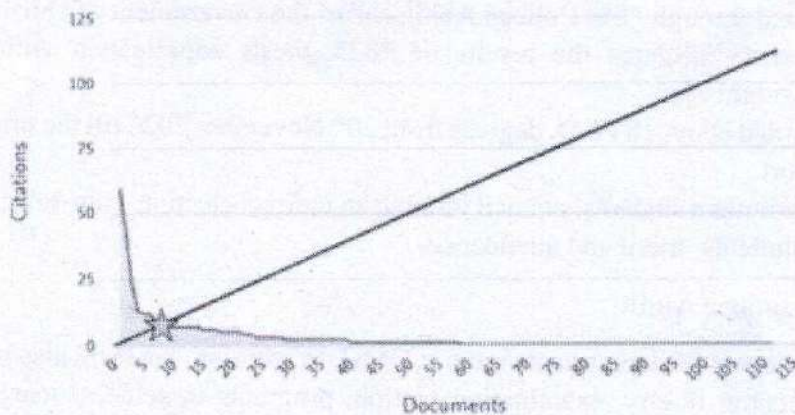
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Figure-1: Total documents cited in Scopus (A); Year-wise citations (B); Type of documents (C); h-Index for the period between 2017 and 2021 (D).
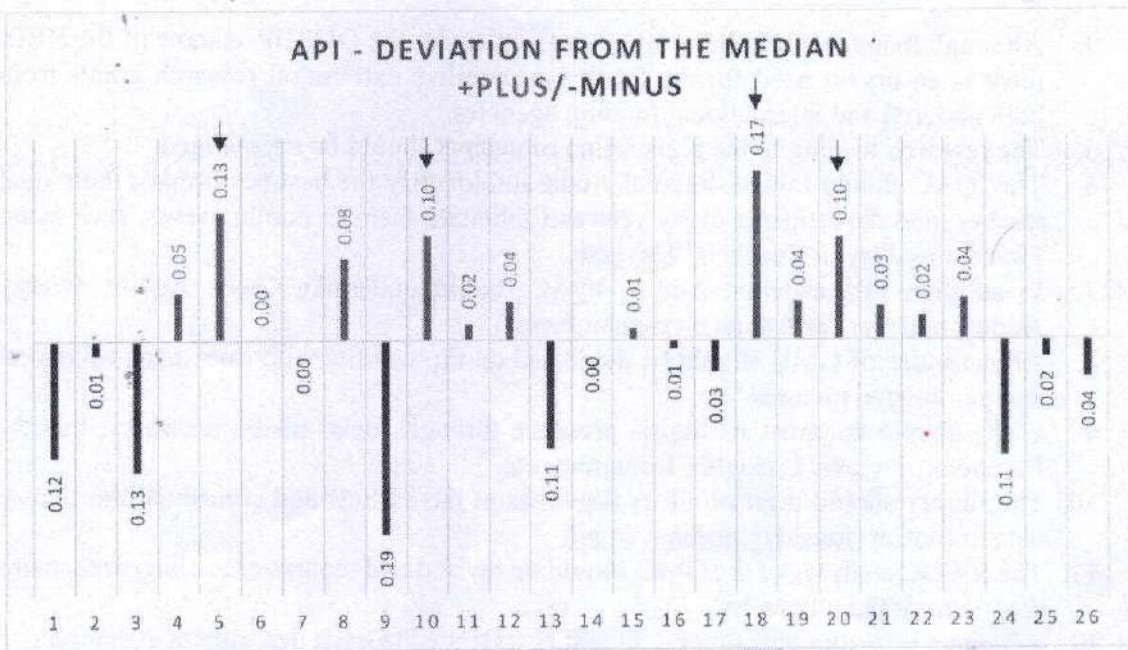
Figure-2: Academic Performance Index (API) of 26 departments/units of GMU. The numbers shown on the abscissa refer to the codes for the departments arranged in alphabetical order (Refer to Table-2 in the Detailed Report).

Scopus Year	Number of Faculty	Articles	Articles per Faculty	Citations	Citations per Faculty	Expenditure on Library [in Lakh]
2017	58	8	0.14			0.27
2018	48	12	0.25	2	0.04	1.25
2019	56	9	0.16	11	0.20	2.68
2020	95	36	0.38	49	0.52	18.19
2021	92	47	0.51	151	1.64	34.62

Table 1: Per Faculty documents and citations in Scopus [2017-2021] and the yearly expenditure on the library

A systematic review of the departments revealed a median of 0.5 as the Performance Index of GMU on a scale ranging between 0.0 and 1.0. Figure 2 depicts the summary of the evaluation. Four departments out of the 26 secured a Performance Index ≥ 0.60.

The Audit Team identified the following areas wherein GMU needs to focus effectively.

1. The contribution to publication records of GMU from the faculty of Arts and Humanities is meager (only <4.0%). Teachers belonging to all subjects should strictly follow the benchmark of at least two publications per teacher per year in either WoS- or Scopus-listed journals.
2. There is a need to augment the number of seminars delivered by each student each semester.
3. GMU should offer an adequate number of skilling courses through its various departments.

4. Although many teachers have minor projects under the OURIIP scheme of the HED, there is an urgent need for the faculty to mobilize extramural research grants from both national and international funding agencies.

5. The research leading to the registration of patents should be encouraged.

6. The IQAC should initiate Internal Audit and identify the best performing individual teacher, and departments every year and felicitate them in public events, such as on Foundation Day or Teachers' Day, etc.

7. In addition to Academic Audits, IQAC should undertake Green Audits, Energy Audits, and Gender Audits on regular basis.

8. All activities of GMU should be published on the website with document validation and geo-tagged pictures.

9. GMU should augment its digital presence through social media networks, namely Facebook, Twitter, LinkedIn, Instagram, etc.

10. The library should digitize all its resources at the earliest and contribute the library data to IndCat [indcat@inflibnet.ac.in].

11. The SWOC analyses of the GMU should be revised and rephrased in congruence with the motto of the university.

12. Adequate infrastructure support should be extended to each department every year.

13. Consultancy Cell should be energized and attempts should be made to offer consultancy to government, non-government organizations, businesses, trade, and industry.

14. All the laboratories need to be well-maintained and equipped with up-to-date facilities.

15. Adequate provisions for basic amenities, such as WiFi connectivity, washrooms, and drinking water for students, employees, and differently-abled individuals should be made.

16. Cleanliness and beautifications of the departments and the campus are desirable.

17. The frequency of parent-teacher and mentor-mentee/proctorial meetings should be increased.

Additional Suggestions

- **This is high time when GMU should apply for NAAC accreditation and submit IIQA on or before 31st December 2022.**
- **Integrated BCom-BEd should be started for producing quality teachers in commerce.**
- **University may consider offering an MBA Finance program.**
- **All self-financing programs should be regularized and attempts should be made to create faculty positions for these departments.**
- **The University should have a very well-thought and visionary plan for the earmarked second campus.**
- **Draft and publish IDP for the university.**

Atanu Kumar Pati

Susmit Prasad Pani

Swetansu Sekhar Rath

Shyama Charan Acharya

Detailed Report

The following experts participated in the event as Academic Performance Auditors:

1.	Dr. Atanu Kumar Pati	Executive Member, OSHEC
2.	Dr. Susmit Prasad Pani	Executive Member, OSHEC
3.	Dr. Swetansu Sekhar Rath	Academic Consultant, OSHEC
4.	Dr. Shyama Charan Acharya	Empanelled Auditor and Former Professor of Commerce

Objectives

The Department of Higher Education, Government of Odisha introduced Academic Performance Audit (APA) of all HEIs under its administrative umbrella as a mandatory activity to be carried out on regular basis. OSHEC was assigned the responsibility to oversee the Academic Performance Audit of each HEI. In addition, OSHEC has the mandate to monitor the performance of all programs offered by the HEIs under the PPP modality. The APA is aimed at the following:

1. To review the overall annual academic performance of HEIs
2. To review the performance of regular programs and self-financed programs offered by the HEIs through the individual departments, including those programs running under the PPP model
3. To review the preparedness of the HEIs for NAAC accreditation and NIRF ranking and to apprise them of the nuances of accreditation and ranking processes

Interaction with the IQAC

1. The IQAC must arrange all relevant documents for verification and validation and upload them on the university website.
2. Conduct various kinds of Audits, like Academic Audit, Gender Audit, Green Audits & Energy Audits, and upload audit reports on the University website.
3. Collect feedback from all stakeholders, such as Students. Teachers, Employees, Alumni, the Public, Parents, and Employers. Publish action taken reports (ATR) on the university website/or in a designated URL.
4. Plan and execute accreditation processes (NAAC, NIRF, etc.) for the university.
5. Draft and publish IDP for the university.
6. Vision and Mission statements should be presented in all departments, administrative sections, and at all vantage points on the campus.
7. The SWOC should be congruent with the motto of the university.

Interaction with the CoE and examination functionaries

1. The university should initiate the process of online evaluation of examination scripts and the creation of a pool of examiners for the purpose.
2. The university should create question banks on all subjects in coordination with the concerned schools/departments and the library.

3. A well-defined mechanism for credit transfer should be developed for the eligible and interested students who have discontinued while in the second/third year of the UG/PG programs.

Interaction with OIC Website

1. University should have a social media digital presence policy. It needs to maintain official and approved social media networks, like Facebook, Twitter, LinkedIn, and Instagram.
2. All faculties should register themselves in Publons, Google Scholars, Research Gate, and ORCID, which should be reflected on the University Website.
3. A list of publications of teachers should be published on the website. Each publication should carry its DOI number and a link to the respective journal's website.
4. The Research Policy and Procedures implemented by the DHE should be published on the website.
5. Individual faculty should have an access to update their CV on the website.
6. Scribers for physically challenged students need to be reflected on the website.
7. In a nutshell, the university website should be NAAC compliant.

Library

1. The stock verification record should be up to date.
2. Details of the titles of books and the number of books should be published on the pages of the university's website.
3. Details of the book lost, books not returned, and a list of weeded-out books should also be reflected in the library pages on the website.
4. The resources in the library should be digitized at a fast pace and the information should be shared with the INFLIBNET for inclusion in the IndCat project.
5. Details of faculty footfall in the library should be recorded continuously.
6. There should be a repository for the academic publications of the teaching faculty. It should also include soft copies of all dissertations and theses.
7. The library should have Smart TV, CC TV, and Wi-Fi connectivity.
8. Although there is a steady growth in the expenditure on the library, more expenditure on the library is desirable.

Extramural Research Projects

1. Most of the departments do not have sponsored research projects from national and international funding agencies.
2. At any given time, each department should have at least two ongoing research projects.
3. The faculty should have multidisciplinary collaborative projects.

Observations

A summary of the consolidated Academic Performance Index of 26 departments/units is presented below in the Table. The departments were assessed based on FOUR major criteria, namely (1) Student-related performance, (2) Teacher-centric performance, (3) Infrastructure, and (4) General activities that reflect academic growth. The median Performance Index score was found to be 0.5 for GMU. Four out of 26 departments had a Performance Index ≥ 0.60.

G.M. University: Consolidated Academic Performance Audit Score

Department	200 Student 30	400 Faculty 30	100 Infrastructure 10	300 Activity 30	Total Score Max. 28000	API
1. Anthropology	3519.9	4620	80	2550	10769.9	0.38
2. Biotechnology	3699.6	7590	350	1950	13589.6	0.49
3. Botany	4658.4	3780	290	1650	10378.4	0.37
4. Chemistry	3952.5	9300	100	1950	15302.5	0.55
5. Commerce	4460.4	9300	320	3450	17530.4	0.63
6. Computer Science	4186.05	8040	200	1575	14001.05	0.50
7. Economics	2808.9	8670	90	2400	13968.9	0.50
8. Education	3960	7500	140	4650	16250	0.58
9. IST & ETC	4035.6	3240	110	1275	8660.6	0.31
10. English	4464	8040	340	4050	16894	0.60
11. Geography	4095	6780	570	3000	14445	0.52
12. Lib.Sc.	4410	7920	470	2250	15050	0.54
13. Hindi	2980.8	5790	60	2175	11005.8	0.39
14. History	3789.6	7740	340	2100	13969.6	0.50
15. School of Management	3963.3	7530	440	2400	14333.3	0.51
16. Mathematics	3533.4	7200	170	2850	13753.4	0.49
17. MCA	2977.5	8700	0	1425	13102.5	0.47
18. Odia	4902.6	9000	80	4650	18632.6	0.67
19. Philosophy	4329.6	7650	80	3000	15059.6	0.54
20. Physcics	3939.6	8640	360	3900	16839.6	0.60
21. Political Science	3555	8040	480	2850	14925	0.53
22. Psychology	3276	7740	330	3300	14646	0.52
23. Sanskrit	4235.1	7650	260	3000	15145.1	0.54
24. Sociology	3279	5190	140	2175	10784	0.39
25. Statistics	4029.6	6870	360	2250	13509.6	0.48
26. Zoology	4681.5	5700	90	2475	12946.5	0.46
Average					14057.42	0.50
Median					14057.42	0.50
Ratio to Max					0.50	0.50
Max						0.67
Min						0.31

Table 2: Academic Performance Index

Anthropology 0.12	Biotechnology 0.01	Botany 0.13	Chemistry 0.05	Commerce 0.13
Computer Science 0.00	Economics 0.00	Education 0.08	IST & ETC 0.19	English 0.10
Geography 0.02	Library Sc. 0.04	Hindi 0.11	History 0.00	Management 0.01
Mathematics 0.01	MCA 0.03	Odia 0.17	Philosophy 0.04	Physcics 0.10
Political Science 0.03	Psychology 0.02	Sanskrit 0.04	Sociology 0.11	Statistics 0.02
Zoology 0.04				

Figure-3: The departments scoring below the median value of 0.5 Performance Index are presented in red color. Those departments that are above the median are presented in green color.

General Advisory to all Departments

1. All the departments should update their syllabi at the PG level in alliance with the norms of the OBE.
2. Each department should offer some career-oriented skill development courses to make the students job-ready. For example, (a) Department of Commerce (NSE Courses); (b) Department of English and other Language departments (Desktop Digital Printing, Academic, and Business Writing, etc.); (c) Department of Political Science (Political Analysis, Psephology, etc.); (d) Department of Philosophy (Professional Ethics); (e) Department of Psychology (Counselling Courses)
3. Each student should make at least 4 seminar presentations each semester.
4. Drop-out analysis should be made carefully. Someone taking TC for employment should not be considered a dropout. Similarly, someone taking TC for his/her admission into some other programs in a different HEI should not be considered a dropout.
5. Guest teachers recruited for two consecutive semesters or a period of 9 months are to be considered in the category of 'regular teachers.'
6. All activities of the departments should be published on the pages of the HEI's website.
7. Mentor-Mentee meetings should be carried out regularly. It could be given a space in the timetable of each department. The proceedings of such meetings should be published on the web pages of the HEI. It should not function as a grievance-redressal unit.
8. The departments scoring ZERO on any assessment criterion need to overcome such a status.
9. The students should be encouraged, motivated, and groomed to participate in the NET/GATE examinations.

10. All teaching faculty should get themselves registered on academic platforms, like Vidwan [https://vidwan.inflibnet.ac.in/].
11. All teaching faculty and students should use e-Resources maximally provided to them through ScienceDirect and EBSCO platforms.
12. Students should be motivated to apply for fellowships.
13. Patent, Consultancy, and Counselling are the areas where the contribution of the University can be more productive.

Department-specific Recommendations

Odia, Sanskrit, Hindi & English

1. All language departments should offer interdisciplinary courses either as skilling or add-on courses collaboratively.
2. Inclusion of cultural studies in the syllabi is desirable.
3. Offer contemporary theory courses for M.A. students in language departments
4. Collaborative research
5. Publication of special lectures in the form of journal articles/website articles

Anthropology, Biotechnology, Botany, and Zoology

1. Offer consultancy in the areas of expertise.
2. Publish details about the consultancy cell on your university website.
3. Augmentation of alumni engagement is essential.
4. Augment collaborative research activities.
5. Each department should sign MoUs with peer institutions.

Computer Science

1. The department should initiate a consultancy program.
2. The department could start publishing a journal/magazine. The ISSN should be procured for these publications.
3. The faculty should write collaborative and multidisciplinary projects.

Chemistry, Physics, Mathematics, and Statistics

1. SWAYAM and NPTEL courses should be introduced.
2. An adequate number of computers should be provided for the Statistics, Chemistry, Physics and Mathematics departments.
3. Statistics and Mathematics departments should get licensed software, like MATLAB, SPSS, etc.
4. Encourage guest faculty for writing reviews for publication.

Economics

1. Achieve the recommended PTR.
2. Develop a few skills development courses and one value-added credit course with a 40-hour duration.
3. FDP must be conducted for at least 5 days.

Education

1. Carry out course-wise analysis of the results of both UG and PG levels.
2. Develop a skill development course and one value-added credit course with a 40-hour duration.
3. The department should assist other departments in writing the teaching objectives of the courses and programs using behavioral terms.
4. Highlight good inter-personal relationship climate in the department as a strength

Commerce

1. Rethink the nomenclature: School of Commerce/Dept of Commerce/Business Studies
2. Weakness: Inadequate teacher-student ratio
3. Challenge: Recruitment of more teachers
4. Conduct poster presentations for students each semester
5. Augment extension activities
6. Offer courses on NSE
7. Establish a state-of-the-art 'commerce lab'

Political Science

1. Focus on introducing courses like election studies
2. In research methodology, there is a need to focus on quantitative technique

Philosophy

1. Cognitive words to be included in Course Outcomes
2. Strength: Highlight that four faculties belong to four diverse fields of philosophy
3. Weakness: Adequate infrastructure facilities are not available

History

1. Reduction of seats for PG
2. All teachers are from the same specialization
3. Need to consult the UGC syllabus and introduce reforms
4. Focus on regional history

Sociology

1. Program Specific Outcomes (PSOs) to be reconsidered
2. Student mentoring to be taken seriously

Library Science

1. Need to structure PGDLAN along the lines prescribed by UGC
2. Need to make a greater contribution to the Central Library
3. Need to be a part of the library committee
4. Organize short-term courses for research scholars of all departments on bibliography, E-resources, Citation, etc.

Management

1. Need to revise vision and mission: Focus on Entrepreneurship to be replaced by Preparation of Professionals for the Corporate World.
2. Rewrite the mission using Management jargon

CoE – The Odisha Centre for Geriatrics and Gerontology

1. The CoE was established on the campus of GMU in March 2020 with financial assistance from the World Bank-funded Odisha Higher Education Programme for Excellence and Equity (OHEPEE)
2. The CoE is offering a certificate program in Geriatrics Care.
3. The CoE has initiated field studies and has procured the chemicals and equipment required for the research work proposed to be carried out under the program.
4. However, to this date, there are no visible outcomes in the form of publications. The Professor-in-Charge of the center informed the Audit Team that several articles have been communicated to different journals for publication. The center has also planned to publish an edited book covering various aspects of Geriatrics and Gerontology.
5. The CoE needs to speed up the proposed field studies and publish the findings in WoS- and Scopus-listed journals.

Bhima Bhoi Research Chair [BBRC]

1. The Bhima Bhoi Research Chair was established on 7th July 2019 and it is financially supported by DHE, Odisha.
2. The BBRC organized five seminars/webinars/workshops so far.
3. The revised edition of *Bhajanamala* is in press. It includes 24 rare *Bhajanas* of the poet Bhima Bhoi.
4. The BBRC has collected data and documents about the life, writings, and achievements of the poet Bhima Bhoi.
5. The BBRC has already published many articles on Bhima Bhoi in journals and magazines.
6. The objectives of the BBRC could be achieved through more rigorous academic activities.
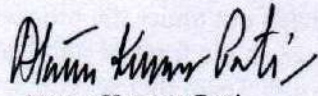
Strengths

- GMU caters to the educational needs and aspirations of the poor and economically disadvantaged students of Western Odisha with OBE-enabled regular and professional programs.
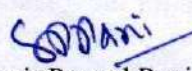- GMU is one of the best-managed HEIs with disciplined students and dedicated staff.
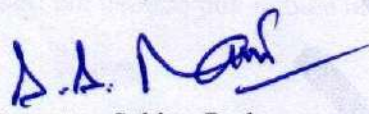
Weaknesses

- GMU suffers from severe shortages of classrooms and other students' amenities.
- It has an abysmal PTR.
- Teachers of different departments do not have ongoing extra-mural research projects sponsored by National and International funding agencies.
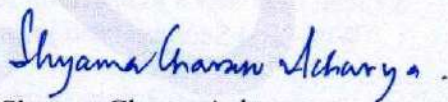
General Observation and Recommendation

- Status of NAAC preparedness – Yet to be initiated
- The OSHEC team underscored the need for accreditation to ensure the renewal of the RUSA grant and other financial assistance.
- The IQAC and University authorities assured the audit team to submit IIQA on or before 31st October 2022.
- Status of participation in NIRF – Participating on regular basis since 2018
- The IQAC has assured the audit team to make the website of GMU NAAC compliant.

Atanu Kumar Pati

Susmit Prasad Pani

Swetansu Sekhar Rath

Shyama Charan Acharya