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## ORISSA COMMERCE ASSOCIATION

# NEWS LETTER

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### EDITORIAL MESSAGE



Orissa Commerce Association is celebrating the golden jubilee year from this year. In commemoration of this, the OCA is releasing four issues of Orissa Journal of Commerce for the first time. It is a very proud moment for OCA that its journal "The Orissa Journal of Commerce" has been placed in UGC CARE list from this year. The only other UGC CARE listed journal in commerce is Indian Journal of Commerce and both are in same grade. Up to 2012 there was only one issue of the journal every year. In 2013 it became two issues a year, which continued up to 2016. From 2016 OJC has come out in three issues and in 2019 we have now four issues a year. Besides, since 2017 we are releasing an "OCA News Letter". It is the third year of our successful journey. It is possible due to the whole hearted support of OCA members to the editorial team to our publishing wing. We are also grateful to our patrons whose support encourages us to proceed further. This year we have been supported by M/s. Kalyani Publishers, Ludhiana, Sri Sri University, Cuttack, Kunal Books, New Delhi, M/s. Pinnacle Human Resources (P) Ltd, Bhubaneswar and M/s. Serial Publications (P) Ltd, New Delhi. Besides, KIIT University (Deemed to Be) has supported with hospitality for 40th annual conference.

I am grateful to the contributors of articles to the journal, writers and providers of information's for the News Letter. Through it is in house, I Managing Editor of the Journal and Editor of the News Letter is highly indebted to Dr. Durga Madhab Mahapatra, Associate Editor of OJC and assistant editor of the "OCA News Letter" for his help round the year.

Finally, I express my sincere thanks to the Executive body members of OCA, others directly or indirectly associated with us whose names I have forgotten to mention specifically. With sincere thanks to all the stake holders.

(Prof. Malay Kumar Mohanty)

Editor

The OCA News Letter

### ENJOY THE FLAVOUR OF TEACHING

When I look back my professional career of more than four and half decades, I wonder if my studentship has ceased, how I enjoyed at different stages of teaching and research and how satisfied I am at the end of the day. I am a staunch believer of "Learning is a Continuous Process", "Earning While Learning", "Teacher is a Student Lifelong" and "Enjoying Whatever Doing".

Infact I started my professional career as a practical banker in a co-operative bank as a Field Officer and Branch Manager soon after earning my degree at the early age of 20. I was doing Masters simultaneously, ofcourse. The Bank deputed me to go for one year Diploma in Co-operative Management, but then the corrupt and unethical practices in the field could not retain me for long.

I got attracted towards Teaching as a career and joined the OES, served different Government Colleges (G. M. College, MPC College and Rajendra College) for about 15 years. I enjoyed the most, the prime time of life, could complete my M.Phil, Ph.D and was first to avail study leave to complete my research work. I learnt the art of teaching and I still remember how satisfying it was after taking a class of 128/150 degree students in G.M. College. Even with heavy work load and limited resources I could publish quite a few research papers and a couple of popular text books for students.

In my mid-career switched over to University system (Berhampur University). Yes, it was a great opportunity to grow and excel further academically. Immediately after joining the University, I had been for one year course in Management (FDPM) at IIM,A and later got another chance to pursue post doctoral research in Brock University, Canada as a Fellow of the Shastri Indo- Canadian Institute. This is the period of two decades when my learning, teaching, research, publishing, networking and even academic administration was significantly improved. I could publish as many as 13 books and 87 research papers and successfully guided 30 M.Phil and 13 Ph.D scholars; got wide recognition in other universities across the country through various assignments, got involved in different state and national level Associations. Seminars and Conferences became a routine matter ofcourse. I could learn a lot and achieve a lot even in a hostile climate in the University. The situation taught me how to work in hostile and unfavorable conditions and not to get perturbed in negativity and narrowness of people around in the workplace.

After superannuation from the University, served two more autonomous AICTE approved Management Institutes (IIMT, ISBM) at Bhubaneswar as Director for another 8 years, the last inning. Here the experience was altogether different. Teaching management students is really enjoyable, but then administration of these institutions are quite challenging. However, my learning in the last innings also was nevertheless significant and enriching.

It is a marathon journey indeed. I did serve four distinctive sectors; Co-operative Banks, Government Colleges, University and Private Management Institutes. Nodoubt, at every stage I did learn, but academically more fulfilled and enriched in the University system and really enjoyed my prime time of life in government colleges the most.

At the end of the active career my perception got multiplied that "Learning is a Continuous Effort", "Keep Loving People Around even in hostile climate", "Pinpoint your Objectives" and "Enjoy Whatever You Do". Unless one knows how to enjoy teaching, it is a futile exercise to become a teacher !

I believe, life is a journey, with a pause in different stations. The flavour doesn't matter- whether it is sweet or sour. I have learnt to accept that life is not perfect and nor the people around. But then we have to complete the journey with a smile, keep learning till the end and go on contributing our might.

**Prof. Umesh Charan Patnaik**

Former Professor of Commerce

Berhampur University

Berhampur, Odisha

## OCA COMMERCE TALENT SEARCH 2019

Odisha Commerce Association is a prestigious body of Commerce fraternity across the state of Odisha. It is continuously promoting the quality education in the field of commerce with rigorous activities. This year it is going to organize its Annual conference at KIIT, Deemed University, Bhubaneswar. In occasion of the Golden Jubilee Celebration, OCA is planning to take a noble initiative by creating awareness of Commerce Education by conducting a Commerce Talent Search Competition. The first round of the Competition is proposed to be held on 26th October 2019 at 11.30 A.M. for duration of One hour in twenty different centres across the state. This Programme is initiated by Prof Ranjan Kumar Bal, Former Professor, P.G. Dept. of Commerce, Utkal University, Deputy Coordinators -(a)Mr. Himanshu Agarwall and Dr. Giridhari Sahoo Assistant Professor, KIIT School of Commerce & Economics, KIIT Deemed University. The following local coordinators are conducted the test as follows :

Sl. No.	Name Local Coordinator	Email ID & Contact No.
1.	Dr. Smruti Ranjan Das MPC College, Baripada	smrutiranjandas88@gmail.com 9439180083
2.	Dr. Sujit Kumar Acharya DDCE, Utkal University Dr. Sabat Kumar Digal	sabatdigal@gmail.com 8895222288
3.	Dr. Elina Kanungo SCS College	elinakanungo83@yahoo.co.in 9937161766
4.	Dr. Tushar K Pani Ravenshaw University, Cuttack	tusharpany@yahoo.co.in 9437412406
5.	Dr. Sudhansu Kumar Das VN Autonomous College, Jajpur Road	drsudhansu24@gmail.com 9438117793
6.	Dr.Durga Madhab Mahapatra Dr. Rabindra Kumar Sahoo, F.M.Autonomous College, Balasore	durgagreaternoida@gmail.com 9668126629
7.	Dr. Sugyani Rath Government College, Angul	sugyanirath26@gmail.com 8093119660
08	Dr. Narendra K Panda, LN College, Jharsuguda	nkpandajsg@gmail.com 9437400618
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10	Dr. Kishore Chandra Sahoo Dunguripalli College, Sonapur	kishorchs@gmail.com 9438055859
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12	Sudhansu Sekhar Nayak, Hinjilikat College, Ganjam	dr.ssnayak1967@gmail.com 9861389440
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14	Binod Samantray, Ekamra College, BBSR	ekamra_college@yahoo.co.in 9437601273
15	Pravat Sahoo, Khallikote College, Berhampur	pravatsahooscs@gmail.com 9437389163
16	Soumya Nanda, Dhenkanal College	somyananda@yahoo.co.in 8763070804
17	Bansidhara Gouda, Nayagarh College, Nayagarh	goudabanshidhar@gmail.com 9437628871
18	D N Patri, Salipur College	dnpatri@yahoo.in 8917598117
19	Dr. Snigdharani Panda, KISS University	snigdharani.panda@kiss.ac.in 9776246270
20	Dr. Mohammed Khursid KIIT University, BBSR	Mohammed.khursidfc@kiit.ac.in 9853494994

## CONGRATULATION



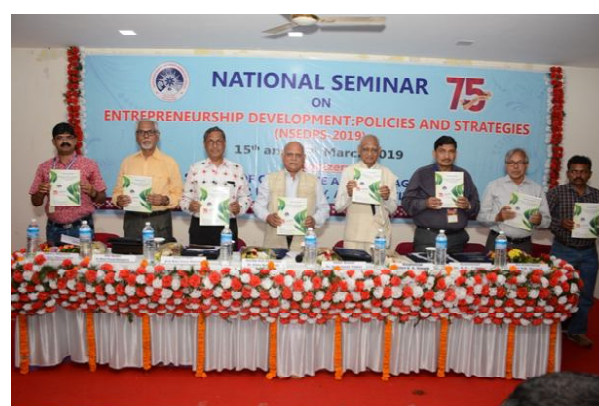
Prof. Kshiti Bhusan Das, Presently, Pro- Vice Chancellor, IGNOU, Maidan Garhi, New Delhi. He is a Former President of Orissa Commerce Association.



Prof Rajendra Prasad Das, Presently, act as Pro-Vice Chancellor of IGNOU. Before joining IGNOU, he completed his full term as Vice-Chancellor of Berhampur University, Berhampur, Odisha from 4th August, 2016 to 2nd August, 2019.

## NATIONAL SEMINAR ON “ENTREPRENURSHIP DEVELOPMENT : POLICIES AND STRATEGIES” (NSEDPS-2019)

National Seminar on "Entrepreneurship Development: Policies and Strategies"(NSEDPS-2019) organized by School of Commerce, Gangadhar Meher University, Sambalpur on the 15th and 16th March 2019. On this occasion, Prof.Atanu Pati, Vice-Chancellor of GMU and Prof.Malay Kumar Mohanty, Former President of OCA, Prof.S.K.Baral Indira Gandhi National Tribal University (A Central University), Amarkantak, Madhya Pradesh and Dr.Shyama Charan Acharya, HOD and Vice-President of OCA delivered their speech regarding development of entrepreneurial culture. In this seminar the "Odisha Journal of Commerce and Management bearing ISSN 0976-8599 of December issue, Vol.- IV, No.1 of 2018 has been released.



Vice-Chancellor of GMU, Prof. Atanu Pati is addressing the participants



In a commerce conclave and Seminar of U.N.Autonomous College, Jajpur Road on 28th July 2019. President OCA, Prof. P.K.Hota, Gen. Secy. Maj(Dr.) S.A. Tahir and Mg. Editor OCA Prof. Malay K. Mohanty with Guests on the Dias.



**P. G. DEPARTMENT OF COMMERCE  
VYASANAGAR AUTONOMOUS  
COLLEGE, JAJPUR ROAD  
A BRIEF PROFILE 2019 - 20**

Vyasanagar Autonomous College is of the premiere institutions of higher learning in the state of Odisha, imparting quality higher education in general and commerce education in particular. So far as Department of Commerce of this great institution is concerned, it is one among the largest departments providing commerce education from intermediate(+2) to Post graduation with more than 1000 odd commerce students. Since its inception in the year 1970, Department of the Commerce has a long rich history producing quality human resources including academicians, practicing accounting professionals, bankers, political leaders, entrepreneurs and policy makers among others.

Besides, imparting business education as part of its formal course curriculum, the department focuses on all round academic and co-curricular developments of the students. Under dynamic and able leadership of Major(Dr.) S.A. Taher, Reader in Commerce and Principal of the College, the tireless contributions of resourceful and dedicated faculties are adding to the glory of the department. The department has a strong edu-friendly healthy infrastructure including virtual class, smart classrooms, rich seminar library, safe drinking water facilities, staff common rooms, P.G. seminar and adequate class rooms among others. During the current academic year, P.G. teaching facility in regular mode has been conferred to the department.

Among the academic and extension activities, the Department with active collaboration of Institute of Cost Accountants of India, Bhubaneswar Chapter and Odisha Commerce Association successfully organized one day seminar on Goods and Services Tax on 27.07.2019. Inaugurated by Sri Ashok Kumar Bal, Hon'ble M.L.A., Korai, the seminar was chaired by Major(Dr.) S.A. Taher, Principal. Prof. Malaya Kumar Mohanty, Managing Editor, The Odisha Journal of Commerce, Prof. Prabodh Kumar Hota, Head, P.G.Department of Commerce, Utkal University, CMA Balwinder Singh, Chairman, ICAI, Bhubaneswar Chapter and CMA Siba Prasad Padhi were among the dignitaries who graced the seminar and deliberated on many contemporary issues on GST. Besides, the department successfully organized career counseling meet and placement drive, plantation, celebrated teachers Day, Fresher's Party and many other cultural events.

**DEEKSHARAMBH – A GUIDE TO  
STUDENT INDUCTION PROGRAMME (SIP)**

Deeksharambh should be designed for the new students to help them feel comfortable, draw their attention towards exploring their academic interests and activities, reducing competition and making them work for excellence, promote bonding within them, build relations between teachers and students, open new horizons of life and leading to character building.

The recommended Actions during the student Induction Programme are as follows : ● Set objectives for Induction Programme ● Make induction a team effort ● Prepare a well-structured Induction Programme ● Provide a timetable of events ● Have induction co-ordinators acting across programmes opportunities for active engagement ● Make induction student-centred, and respond to diversity; incorporate icebreaking

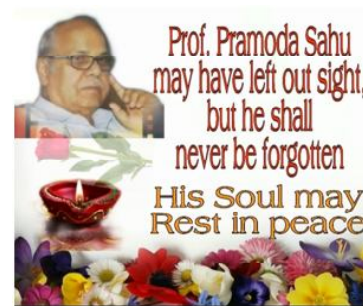
activities ● Reduction of Lectures ● Provide opportunities for group events ● Include Creative & Performing Arts and Literary Activities Alumni / Industry expert interaction ● Use senior student buddies ● Give attention to stimulating early social integration of students amongst themselves and with teachers ● Ensure that unit and course information is up-to-date and provided to students; provide an early introduction to the issues of plagiarism ● Information on safety and security; Health and Hygiene facilities ● IT and virtual learning (SWAYAM) ● Environmental Consciousness, Human Values, Movie shows, Clubs ● Information about sports and cultural opportunities; various funding schemes ● NSS/NCC ● Evaluate induction regularly - collect feedback.

**PARAMARSH SCHEME OF UGC : AS A  
MENTOR FOR ACCREDITATION**

The University Grants Commission (UGC) is introduced for higher education institutions for its 'Paramarsh Scheme'. As a part of the scheme, top institutions will mentor five non-accredited institutes to secure National Assessment and Accreditation Council (NAAC) grade. Under the 'Paramarsh' scheme, the leading institutions will provide regular mentoring to help colleges to get accredited by the NAAC.

The mentor institutions can be provided financial assistance of up to Rs 30 lakh. There is also an option of appointing an expert, who can be paid a fellowship amount of Rs 31,000 per month. The scheme will lead to enhancement of the mentee institutions' quality and its profile as a result of improved quality of research, teaching and learning methodologies. The mentee institution will also have increased exposure and speedier adaptation to best practices. In this connection, two of leading institutions bags for this scheme. (a) KIIT University, Bhubaneswar and (b) SOA University, Bhubaneswar. [https://www.ugc.ac.in/pdfnews/8400459\\_ParamarshEnglish.pdf](https://www.ugc.ac.in/pdfnews/8400459_ParamarshEnglish.pdf)

**WE MISS**



Prof. Pramod Kumar Sahu, who is the former head, post-graduate department of commerce of Berhampur University, and also former deputy chairman of the state planning board. He had a successful teaching career spanning more than three decades and Mr. Rebati Kanta Sahani and Mr. Dayanithi Tripathi, Retd. Faculty Members of Commerce are no more. OCA Family miss their presence.



On the Ekadashaha Ceremony (11th day of departure) of Prof. Pramod Kumar Sahu

(more photos in last page.)

## THE NAAC ASSESSMENT AND ACCREDITATION (A & A) PROCESS

The seven criteria represent the core functions and activities of a Higher Educational Institutions(HEI). In the revised framework not only the academic and administrative aspects of institutional functioning but also the emerging issues have been included. The seven Criteria to serve as basis for assessment of HEIs are :

1. Curricular Aspects
2. Teaching-Learning and Evaluation
3. Research, Innovations and Extension
4. Infrastructure and Learning Resources
5. Student Support and Progression
6. Governance, Leadership and Management
7. Institutional Values and Best Practices

Under each Criterion a few Key Indicators are identified. These Key Indicators (KIs) are further delineated as Metrics which actually elicit responses from the HEIs. These seven criteria along with their KIs are given below explicating the aspects they represent. Institutions, which would like to make an improvement in the accredited status, may apply for Re-assessment, after a minimum of one year and before three years of accreditation subject to the fulfillment of other conditions specified by NAAC from time to time for the purpose.

The SSR comprises both Qualitative and Quantitative metrics. The Quantitative Metrics add up to about 70% and the remaining about 30% are Qualitative Metrics. Thus the provision is made for the HEI's to opt out some of the metrics which may not be applicable to them for various reasons. Following are the rules for opting out non applicable metrics: a) Maximum weightage of metrics that can be opted out shouldn't exceed 50 (up to 5%). b) Metrics with maximum of total 20 weightage per criteria can only be opted out.

The data submitted on Quantitative Metrics will be subjected to validation exercise with the help of Data Validation and Verification (DVV) process done by NAAC. The responses to Qualitative Metrics will be reviewed by the Peer Team on site only after the institution clears the Pre-qualifier stage. The Quantitative Metrics of SSR will be sent for Data Validation and Verification (DVV) Process. After DVV process, a DVV Deviation report will be generated. successfully cleared the Pre-qualifier. This indicates that the institution has entered the next round of assessment to be done by the Peer Team during their on-site visit. The focus of Peer Team visit will be on the 30% Qualitative Metrics.

***The most important is Student Satisfaction Survey (SSS) ; thus requires all students E-Mail address other wise the SSR Report would not submitted.***

### The Final Grade

On the basis of the CGPA obtained by the institution in maximum possible score of 4.00, the final grade is assigned on a seven point scale as shown in Table 3. The seven point refers to the seven letter grades each aligned to the seven specific score range.

#### Institutional Grades and Accreditation Status

Range of Institutional Cumulative Grade Point Average (CGPA)	Letter Grade	Status
3.51-4.00	A++	Accredited
3.26-3.50	A+	Accredited
3.01-3.25	A	Accredited
2.76-3.00	B++	Accredited
2.51-2.75	B+	Accredited
2.01-2.50	B	Accredited
1.51-2.00	C	Accredited
≤ 1.50	D	Not Accredited

Institutions which secure a CGPA equal to or less than 1.50 are notionally categorized under the letter grade "D". Such unqualified institutions will also be intimated and notified by NAAC as "Assessed and Found not qualified for Accreditation".

## QUALITATIVE METRICS : DOCUMENTS REQUIRED FOR NAAC-SSR

Sl. No.	Requirement of Data	Action Taken by
1.	Curricula developed / adopted have relevance to the local/ national / regional/ global developmental needs with learning objectives including Programme outcomes, Programme specific outcomes and course outcomes of all the Programme offered by the Institution. Write description in and maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Syllabus Uploaded</li> <li>2. Video lecture uploaded</li> <li>3. Question bank uploaded and kept in the dept. Spiral binding</li> <li>4. Last 05 years student project keeping</li> </ol>
2.	Institution integrates cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum. Write description in maximum of 500 words.	
3.	The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners Write description in of 500 words.	<ol style="list-style-type: none"> <li>1. Remedial class register last 05 years</li> <li>2. Special attendance register for slow learners</li> <li>3. Mentor list student wise &amp; register preparation.</li> </ol>
4.	Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences. Write description in maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Assignment kept by the teaches</li> <li>2. Quizzes</li> <li>3. PPT presentation data</li> <li>4. Seminar register departmentally.</li> </ol>
5.	Preparation and adherence to Academic Calendar and Teaching plans by the institution. Describe the Preparation and adherence to Academic Calendar and Teaching plans by the institution within the minimum of 500 Characters and maximum of 500 words	<ol style="list-style-type: none"> <li>1. Upload of Academic calendar of last 05 years</li> <li>2. Recent year also</li> <li>3. Lesson paln register of last 05 years</li> <li>4. Course file preparation</li> </ol>
6.	Positive impact of reforms on the examination procedures and processes including IT	<ol style="list-style-type: none"> <li>1. Examination rules CBCS uloaded in the website</li> </ol>

Sl. No.	Requirement of Data	Action Taken by	Sl. No.	Requirement of Data	Action Taken by
	integration and continuous internal assessment on the examination management system. ● Describe the examination reforms with reference to the following within a minimum of 500 words and maximum 1000 words: ● Examination procedures ● Processes integrating IT ● Continuous internal assessment system	2. IT lab student access register 3. Internal Examination Notices uploaded.		issues and holistic development within a maximum of 500 words.	
7.	Programme outcomes, Programme specific outcomes and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students. Describe Course Outcomes (COs) for all courses and mechanism of communication within a maximum of 500 words.	1. Arts/ Sc./Commerce programme outcome displayed in the website 2. Syllabus uploading 3. Question bank 4. Internal mark uploading	11.	The institution has adequate facilities for teaching - learning, viz., classrooms, laboratories, computing equipment, etc. Describe the adequacy of facilities for teaching - learning as per the minimum specified requirement by statutory bodies within a maximum of 500 words.	1. List of class room as well as lab with room no. Specified. 2. Room no, of class room displayed in one color 3. Users register.
8.	Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution. Describe the method of measuring attainment of POs, PSOs and COs in not more than 500 words and the level of attainment of POs, PSOs and COs.	See in the UGC Website.	12.	The institution has adequate facilities for sports, games (indoor, outdoor) gymnasium, yoga centre etc., and cultural activities. Describe the of adequacy facilities for sports, games and cultural activities which include specification about area/size, year of establishment and user rate within minimum of 500 characters and maximum of 500 words.	1. Users Register 2. Yoga centre activities register enrolment and certificate 3. World yoga day celebration 4. Detail abt. Games facility with photo 5. List of students participating in the sports.
9.	Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge. Describe available incubation centre and evidence of its usage (activity) within a maximum of 500 words.		13.	Institution frequently updates its IT facilities including Wi-Fi Describe IT facilities including Wi-Fi with date and nature of updation within a maximum of 500 words.	1. Detail about internet facilities 2. Wifi connection points with port and address.
10.	Extension activities in the neighborhood community in terms of impact and sensitising students to social issues and holistic development during the last five years. Describe the impact of extension activities in sensitising students to social	1. NSS activities last 05 years with photo uploaded 2. NCC/ Red cross/ Rovers Rangers.	14.	There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. Describe policy details of systems and procedures for maintaining and utilizing physical, academic and support facilities on the website within a minimum of 500 word and maximum of 1000 words.	1. Library summary 2. Users detail register 3. Statement of report 4. E-learning uploading in the website video lecturer.
			15.	Presence of an active Student Council & representation of students on academic & administrative bodies/ committees of the institution. Describe the Student Council activity and students role in academic & administrative bodies within	1. Last 05 years student participation 2. Different committees uploading 3. Register minutes of meeting resolution uploading.

Sl. No.	Requirement of Data	Action Taken by	Sl. No.	Requirement of Data	Action Taken by
	a minimum of 500 characters and maximum of 500 words.		21.	Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions. Describe one activity successfully implemented based on the Minutes of the meetings of various Bodies/ Cells and Committees within a maximum of 500 words.	1. Uploading and preparation of Register resolution.
16.	The Alumni Association/ Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years. Describe contribution of alumni association to the institution within a maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Alumini directory uploading</li> <li>2. Link with Face book and linkdin</li> <li>3. Statement of Expenditure and workings functions photo</li> <li>4. Details about chart structure.</li> </ol>	22.	The institution has effective welfare measures for teaching and non-teaching staff. Provide the list of existing welfare measures for teaching and non-teaching staff in maximum of 500 words.	
17.	The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution. Describe the vision and mission statement of the institution on the nature of governance, perspective plans and participation of the teachers in the decision making bodies of the institution within a maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Mission</li> <li>2. Vision</li> <li>3. Core values</li> <li>4. Objectives display in Website and front near principal's office.</li> </ol>	23.	Institution has Performance Appraisal System for teaching and non-teaching staff. Describe the functioning status of the Performance Appraisal System for teaching and non-teaching staff within a maximum of 500 words.	1. PAAR from data.
18.	The institution practices decentralization and participative management. Upload a case study showing practicing decentralisation and participative management in the institution in not more than 500 words.	<ol style="list-style-type: none"> <li>1. Diplay board regarding onogram.</li> </ol>	24.	Institution conducts internal and external financial audits regularly. Enumerate the various internal and external financial audits carried out during the last five years with the mechanism for settling audit objections within a maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Detail about</li> <li>2. Internal stock verification report</li> <li>3. Audit compliance</li> <li>4. Academic Audit report.</li> </ol>
19.	Perspective/Strategic plan and deployment documents are available in the institution. Describe one activity successfully implemented based on the strategic plan within a maximum of 500 words.		25.	Institutional strategies for mobilisation of funds and the optimal utilisation of resources. Describe the resource mobilisation policy and procedures of the Institution within a maximum of 500 words.	Same as Above.
20.	Organizational structure of the Institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism. Describe the Organogram of the Institution within a maximum of 500 words.	<ol style="list-style-type: none"> <li>1. Stick file required for functionaries functions</li> <li>2. Policy of Odisha Education act and UGC and DHE.</li> </ol>	26.	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. Describe two practices institutionalized as a result	<ol style="list-style-type: none"> <li>1. Last 05 years data of Student feed back uploading in the website</li> <li>2. ATR data</li> <li>3. Future strategies</li> <li>4. Any Seminar organised by IQAC.</li> </ol>

Sl. No.	Requirement of Data	Action Taken by	Sl. No.	Requirement of Data	Action Taken by
	of IQAC initiatives within a maximum of 500 words.			a) Bicycles b) Public Transport c) Pedestrian Friendly Roads ● Plastic free campus ● Paperless office ● Green landscaping with trees and plants. Describe efforts towards green practices on the campus within a maximum of 500 words.	2. Colouring of Humps 3. Board of plastic free campus 4. Digital e-mail sending and what sap group creation of teaching and non-teaching 5. Ear marked for Green Field
27.	The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms. Describe any two examples of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC within a maximum of 500 words each.	1. Appreciation letter format 2. Resolution of this data.	33.	Code of conduct handbook exists for students, teachers, governing body, administration including Principal /Officials and support staff.	1. Code of conduct of teachers as per UGC 2018 guidelines and DHE.
28.	Incremental improvements made during the preceding five years (in case of first cycle). Post accreditation quality initiatives (second and subsequent cycles) Describe quality enhancement initiatives in the academic and administrative domains successfully implemented during the last five years within a Maximum of 500 words each.	1. Cycle-01 certificate 2. Cycle-02 certificate 3. Action taken Reort detail 4. New initiatives.	34.	Display of core values in the institution and on its website.	1. Display in Website.
29.	Institution shows gender sensitivity in providing facilities such as: a) Safety and Security b) Counselling c) Common Room Describe gender equity initiatives undertaken by the Institution on the specified areas within a maximum of 500 words each.	1. Slogan in the campus and Hostel 2. Anti ragging slogan as well as website.	35.	Institution organizes national festivals and birth / death anniversaries of the great Indian personalities. Describe efforts of the Institution in organizing national festivals and birth / death anniversaries of the great Indian personalities within a maximum of 500 words.	1. Register preparation 2. Photos 3. Uploading at college website 4. Student Signature.
30.	Waste Management steps including: ● Solid waste management ● Liquid waste management ● E-waste management Describe efforts towards waste management on campus within a maximum of 500 words each.	1. Board of waste management 2. Purchase of Red and Blue bucket 3. Water storage facility.	36.	The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions. Describe efforts of the Institution towards maintenance of complete transparency in its financial, academic, administrative and auxiliary functions within a maximum of 500 words.	1. Uploading functions and duties and responsibilities of All put in to website.
31.	Rain water harvesting structures and utilization in the campus. Describe efforts towards rain water harvesting on the campus within a Maximum 500 words.	1. Eaar marked for Rain water harvesting	37.	Describe at least two institutional best practices (as per NAAC format) Describe two best practices successfully implemented by the institution as per NAAC format	1. Student feed back system.
32.	Green Practices ● Students, staff using	1. Board for Cycle Stand.	38.	Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust. Describe the institutional performance in one area distinctive to its vision, priority and thrust within a maximum of 1000 words	1. Mission 2. Vision 3. Core Values 4. Objectives



## CONGRATULATIONS TO NEWLY JOINED LECTURERS SELECTED THROUGH SSB IN COMMERCE – 2019 BATCH

Sl. No.	Name of Lecturers	Place of Present of Posting
1.	Dr. Devi K.	D.A.V. (Auto) College, Titilagarh
2.	Dr. Suresh Ch. Das	Kendrapara (Auto) College, Kendrapara
3.	Rajendra Mohapatra	Sri Sri Bayababa College, Mahakalpara
4.	Pabitra Behera	A.S.College, Tirtol
5.	Prasanna Kumar Baral	Mangala Mahavidyalaya Kakatpur
6.	Kamal Kumar Varma	R. S. Mahavidyalaya Odagaon
7.	Himamshu Agarwal	Sadhu Gaudeswar College Kanikapada
8.	Sikha Madhulagna	K.B.D.A.V. College, Nirakarpur
9.	Debendra Kumar Ojha	Shrama Shakti College
10.	Dr. Amit Verma	Vedavyasa Mahavidyalaya, Rourkela
11.	Sunil Kumar Das	Kamakhyanagar College, Kamakhyanagar
12.	Pravakar Behera	Olaver College, Olaver
13.	Santanu Kumar Nayak	Chandabali College, Chandabali
14.	Lucina Priyadarshini Rout	Niali College, Niali
15.	Aryasmita Kar	Kendrapara (Auto) College, Kendrapara
16.	Sai Lakshmi Ambati	Science College, Hinjilicut
17.	Monalisa Mohanty	Shree Ram College, Rampur
18.	Swati Agarwal	Betnati College, Betanati
19.	Prateeksha Ray	Nayagarh (Auto) College, Nayagarh
20.	Anita Kumari Panigrahi	Ganjam College, Ganjam
21.	Harish Kumar Bhattar	K.S.U.B. College, Bhanjanagar
22.	Laxman Karan	Dalmia College, Rajgangpur
23.	Swagatika Barik	Laxminarayan College, Jharsuguda
24.	Dipak Mahalik	U. N. College, Soro
25.	Satyabrata Mallick	Udala College, Udala
26.	Sandeep Kumar Majhi	U.N.S. Mahavidyalaya, Mugupal
27.	Lili Behera	Haladia College, Haladia
28.	Dusmanta Behera	Junabhadra College, Bitana
29.	Rasmita Behera	SSD College, Gurudijhatia
30.	Soumyshri Behera	BRM College, Bhuban
31.	Jeetendra Saraka	Rayagada (Auto) College, Rayagada
32.	Rasmita Oram	Ispat (Auto) College, Rourkela
33.	Bibada Tadingi	Kantabanji Vocational College Kantabanji
34.	Ghanshyam Majhi	P.S.College, Saintala
35.	Debadutta Singh	U.K. Mahavir College, Mandanpur
36.	Salaram Marndi	Adivasi College, Balliguda



On the Ekadashaha Ceremony (11th day of departure)  
of Prof. Pramod Kumar Sahu



Gen. Secy OCA, President OCA, Chief Guest Prof. R.K.Jena,  
Guest of Hon. Dr. R.N.Senapati, Con.Secy, Vice President  
on the Dias alongwith Prof. Malay Ku. Mohanty, the Mg. Editor  
of OCA at the Podium in the 39<sup>th</sup> Annual Conference of OCA.



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