Rama Devi Women's University, Bhubaneswar
Odisha State Higher Education Council
**18-19 February 2022**

Executive Summary

Rama Devi Women's University (hereafter, RDWU) is a public-funded HEI located in Bhubaneswar. It stemmed from Rama Devi Autonomous College in 2015. The RDWU was created by taking out the Women's colleges under Utkal University. The RDW College (Autonomous) became the State's first Women's University with affiliated Women's Colleges of Utkal University. RDWU was accredited by the UGC under Clause 12(B) of the UGC Act 1956 in 2021. The Odisha State Higher Education Council (hereafter, OSHEC) performed an Academic Performance Audit (APA) of the RDWU over a period of two days starting on 18th February 2022. The OSHEC took this initiative based on a formal request by the RDWU. 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 RDWU under four broad categories, (1) Student-related performance, (2) Teacher-centric performance, (3) Infrastructure, and (4) General activities that reflect academic growth. However, the audit excluded the affiliated colleges of RDWU from the process of review.

Major highlight

1. RDWU recorded an excellent research growth trajectory reflected in a sharp rise in the number of publications [2021 versus 2017] in journals cited in SCOPUS. There were only two publications in SCOPUS-indexed journals in 2017, whereas, in 2021, the number of publications rose to 67 registering a 32.5-fold growth. The number of citations also rose from 8 in 2018 to 361 in 2021.
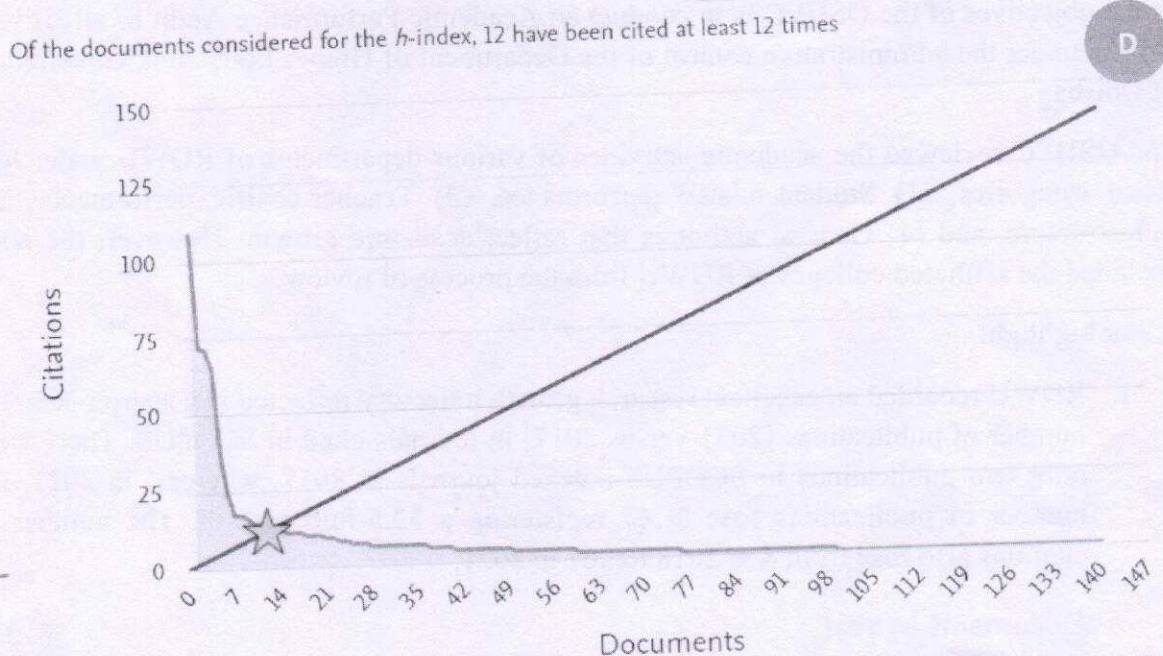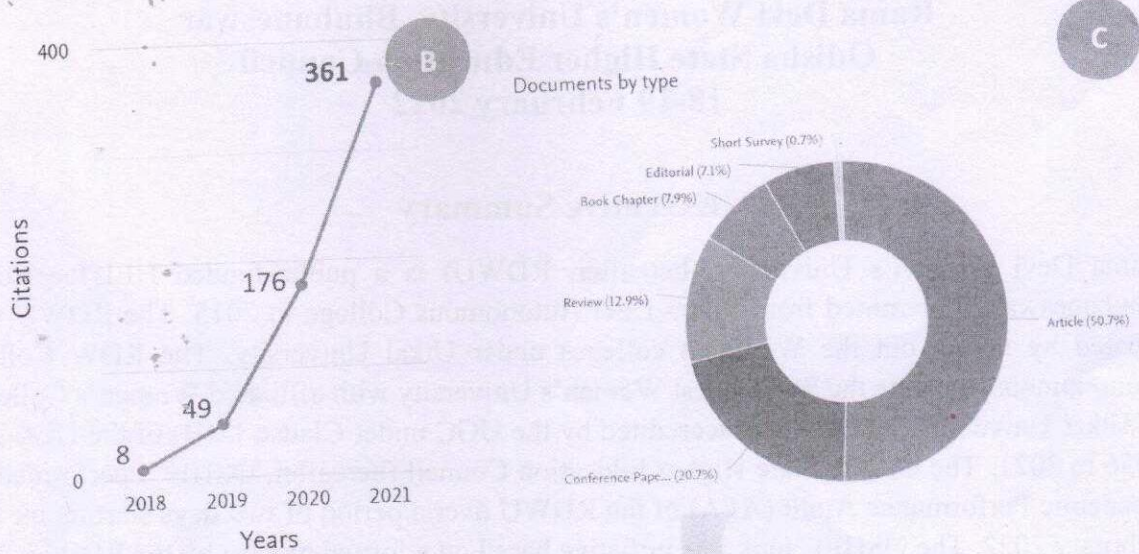
Documents by year
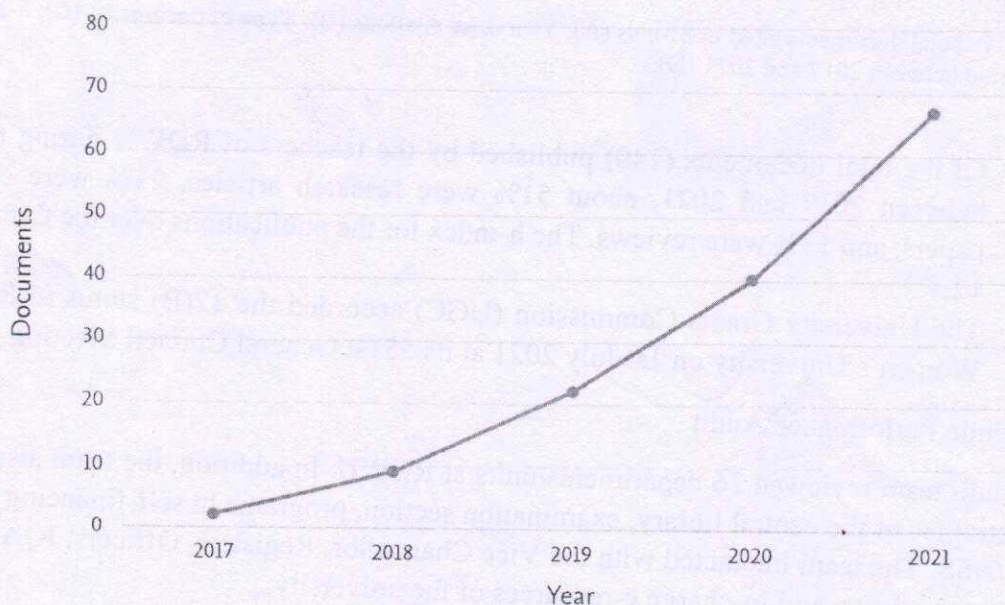
Figure-1: Total documents cited in Scopus (A); Year-wise citations (B); Type of documents (C); h-Index for the period between 2017 and 2021 (D).

Of the total documents (140) published by the teachers of RDWU during the period between 2017 and 2021, about 51% were research articles, 21% were conference papers, and 13% were reviews. The h-index for the publications over the five years was 12.

2. The University Grants Commission (UGC) accorded the 12(B) status to Rama Devi Women's University on 1st July 2021 at its 551st General Council Meeting.

Academic Performance Audit

The audit team reviewed 26 departments/units at RDWU. 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 website, and In-charge e-resources of the university.

A systematic review of the departments revealed a median of 0.48 as the Performance Index of RDWU on a scale ranging between 0.0 and 1.0. Figure 2 pasted below depicts the summary of the evaluation. Eight departments out of the 26 secured a Performance Index ≥ 0.60.

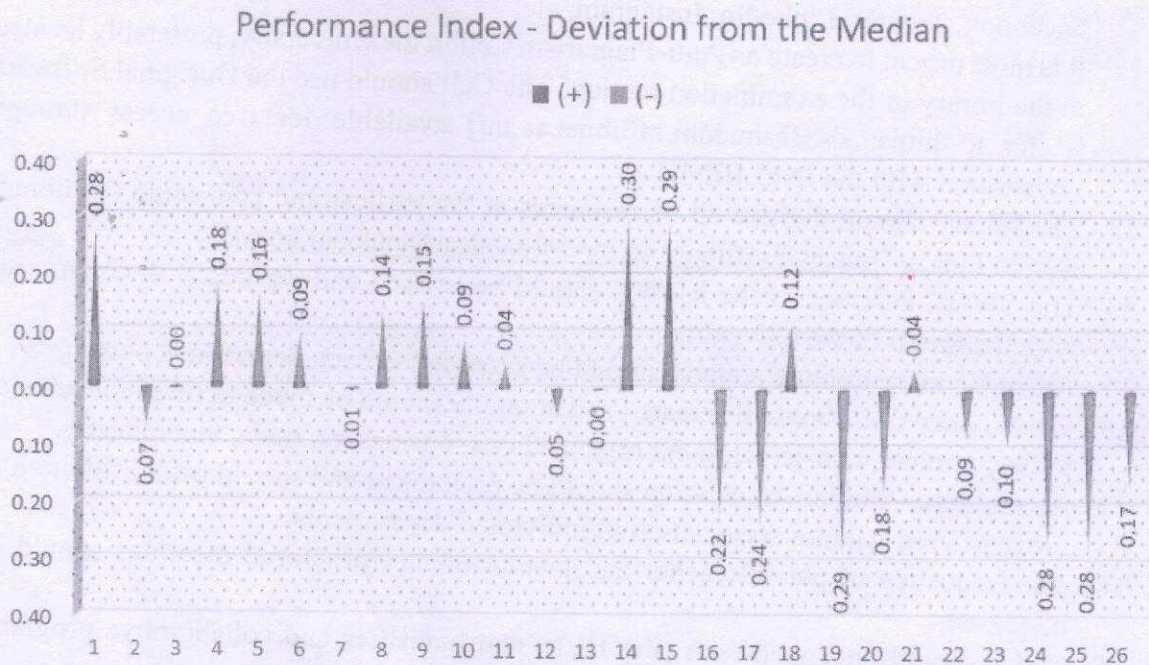## Performance Index - Deviation from the Median

■ (+)   ■ (−)

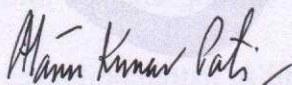Figure-2: Performance Index of 26 departments/units of RDWU.

The Audit Team identified the following areas wherein RDWU needs to focus its attention with utmost care and vigilance.
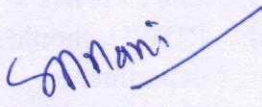
1. It is however important to mention here that the growth in publication records is skewed. Teachers belonging to all subjects should strictly follow the benchmark of at least two publications per teacher per year in either WoS- or Scopus-listed journals.
2. There is a need to augment the number of seminars delivered by each student each semester. The teachers at the department may also make presentations in the students' seminar sessions. They should groom the students on the preparation of seminar papers and digital presentations.
3. The PTR has to reach the recommended benchmark.
4. RDWU should offer an adequate number of skilling courses through its various departments.
5. There is an urgent need for the faculty to mobilize extramural research grants from both national and international funding agencies.
6. The research leading to a Ph.D. degree and registration of patents should be encouraged, especially in the departments with PG teaching programs.
7. RDWU should augment its Public Outreach Activities.
8. The IQAC should initiate Internal Audit and identify the best performing individual teacher, department, and affiliated college every year and felicitate them in public events, such as on Foundation Day or Teachers' Day, etc.
9. In addition to Academic Audits, IQAC should undertake Green Audits, Energy Audits, and Gender Audits on regular basis.
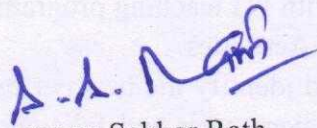
10. All activities of RDWU should be published on the website with appropriate documents and geo-tagged pictures.
11. RDWU should augment its digital presence through social media networks, namely Facebook, Twitter, LinkedIn, Instagram, etc.
12. It is most urgent to create an Anti-Plagiarism Cell in the University, preferably located in the library or the examination section. The Cell should use the Ouriginal Software [Refer to https://shodhshuddhi.inflibnet.ac.in/] available for free access through registration with the INFLIBNET.
13. The library should digitize all its resources at the earliest and contribute the library data to IndCat [indcat@inflibnet.ac.inmailto:indcat@inflibnet.ac.in].
14. The SWOC analyses of the RDWU should be revised and rephrased in congruence with the motto of the university.
15. Adequate infrastructure support should be extended to each department every year.
16. Consultancy Cell should be created and attempts should be made to offer consultancy to Government, non-government organizations, businesses, trade, and industry.
17. An umbrella Alumni Association should be revitalized and should offer affiliation to the registered Alumni Association of individual departments.
18. The frequency of parent-teacher and mentor-mentee/proctorial meetings should be increased.
19. MoUs should be signed with peer HEIs, and industries and collaborative programs with peer HEIs should be launched.
20. The undergraduate departments should be upgraded to postgraduate departments in a planned and phased manner.
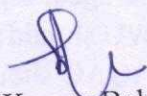
Additional Suggestions

- **MBA program may be offered with the full support of the DHE regarding faculty and infrastructure**
- **Integrated BCom-BEd and BSc-BEd programs should be started for producing quality teachers in commerce and science subjects in the manner the Integrated BA-BEd is being offered by the Utkal University.**
- **The Teacher Education and Industrial Microbiology Departments should run on regular mode.**

Atanu Kumar Pati

Susmit Prasad Pani

Swetansu Sekhar Rath

Pradeep Kumar Behera

Detailed Report

The following members of the OSHEC participated in the event as Academic Performance Auditors:

1.	Prof Atanu Kumar Pati	Executive Member
2.	Prof Susmit Prasad Pani	Executive Member
3.	Prof Swetansu Sekhar Rath	Academic Consultant
4.	Prof Pradeep Kumar Behera	Academic Consultant

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. Must arrange all documents with valid proof 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.
4. Plan and execute accreditation processes (NAAC, NIRF, etc.) for the Institution.
5. Draft and publish IDP for the Institution.
6. Vision and Mission Statements should be presented on the web pages, in all departments, administrative sections, and at all vantage points on the campus.

Interaction with OIC Website

1. University 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. Website migration is required from the cloud space of OCAC.
4. Password needs to be obtained from NIC for regular updating of the departmental and university level routine activities.

5. Individual faculty should have an access to update their data on the website.
6. Scribers for physically challenged students need to be reflected on the Website.

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 Institution'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.

PTR

1. Three language departments have very very poor PTR in the range > 50:1.
2. Excluding a few departments namely, Commerce, Gender Studies, History, Industrial Microbiology, and Life Science, all other departments have poor PTR in the range between > 16:1 and 50:1.
3. The University authorities could make efforts to improve the appalling PTR at the earliest.
4. The authorities could write to the DHE to create posts as per the UGC guidelines.

Extramural Research Projects

1. Most of the departments, except Biotechnology, Computer Science, Economics, Gender Studies, Industrial Microbiology, and Life Science do not have sponsored research projects.
2. Those departments that have funded projects could make attempts to obtain bigger grants from the National and International funding agencies.
3. At any given time, each department should have at least two ongoing research projects.

Ph.D. Program

1. It is indeed commendable that RDWU launched the Ph.D. program in 2020 and about 50 Ph.D. students have been registered for the Ph.D. programs in different subjects. Hopefully, awards for Ph.D. degrees will begin from this year onwards.
2. Rigorous academic systems are to be developed for the smooth operation of Ph.D. programs in various subjects.
3. The Research Policy and Procedures released by the DHE for strict implementation have not yet been published on the web pages of the RDWU.
4. The RDWU does not have a dedicated plagiarism detection cell.

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 0.48 for RDWU. Eight out of 26 departments had a Performance Index $\geq$ 0.60.

RDW University: Consolidated Academic Performance Audit Score [2020-2021]

Department	Student Max. Score: 200 Weightage: 30	Faculty Max. Score: 400 Weightage: 30	Infrastructure Max. Score: 100 Weightage: 10	Activity Max. Score: 300 Weightage: 30	Total Score Max.: 28000	API
Biotechnology	5127	11400	450	4215	21192	0.76
Botany	5190	3990	270	2040	11490	0.41
Chemistry	4819.5	6795	150	1740	13504.5	0.48
Commerce	4890.03	9300	240	4065	18495.03	0.66
Computer Science	4568.1	9840	720	2925	18053.1	0.64
Economics	4605	8850	260	2340	16055	0.57
Education (BEd)	4469.4	5370	200	3226	13265.4	0.47
Education (MA)	5050.8	7950	100	4125	17225.8	0.62
English	4938.9	9060	14.2	3750	17763.1	0.63
Gender Studies	4153.8	8700	200	2790	15843.8	0.57
Hindi	4713.9	7500	90	2340	14643.9	0.52
History	4748.1	3600	240	3525	12113.1	0.43
Home Science	4027.7	6729	130	2550	13436.7	0.48
Ind. Microbiology	4466.1	11400	440	5550	21856.1	0.78
Life Science	5097.3	11400	440	4650	21587.3	0.77
MA in JMC	3652.5	1500	200	1890	7242.5	0.26
Mathematics	4680	900	0	1200	6780	0.24
Odia	4787.7	7499.7	20	4500	16807.4	0.60
Philosophy	3442.2	930	50	990	5412.2	0.19
Physcics	4830	1308	400	1800	8338	0.30
Political Science	4025.1	7845	0	2610	14480.1	0.52
Psychology	4869.9	2430	0	3750	11049.9	0.39
Sanskrit	3845	2490	0	4350	10685	0.38
Sociology	3685.5	1920	0	0	5605.5	0.20
Statistics	3530.7	900	0	1050	5480.7	0.20
Zoology	4560	2010	220	1950	8740	0.31
Average	4491.32	5831.41	185.93	2843.12	13351.77	0.48
Median	4642.50	6762.00	175.00	2700.00	13470.60	0.48
Max						0.78
Min						0.19

In Figure 3, the departments scoring below the median value of 0.48 Performance Index are presented in red color. Those departments that are above the median are presented in green color.

Biotechnology 0.28	Botany 0.07	Chemistry 0.00	Commerce 0.18	Computer Science 0.16
Economics 0.09	Education (BEd) 0.01	Education (MA) 0.14	English 0.15	Gender Studies 0.09
Hindi 0.04	History 0.05	Home Science 0.00	Ind. Microbiology 0.30	Life Science 0.29
MA JMC 0.22	Mathematics 0.24	Odia 0.12	Philosophy 0.29 ↓	Physics 0.18
Political Science 0.04	Psychology 0.09	Sanskrit 0.10	Sociology 0.28	Statistics 0.28
Zoology 0.17				

Figure-3: Cartoon diagram depicting the departments above (green) and below (red) the median performance index (0.48) of RDWU. The numbers inside each cell present the deviations from the median.

General Advisory to all Departments

1. Student progression to higher education and employment should always be supported by documentary proof. The Aadhaar Number, Admission Intimation letter, and Job offer letter of such students should be collected and kept in record.
2. Students should deliver more seminars each semester, preferably at least four seminars.
3. 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 different HEIs should not be considered a dropout.
4. Guest teachers recruited for two consecutive semesters or a period of 9 months are to be considered in the category of 'regular teachers.'
5. SWOC analysis should be revised and rephrased in congruence with the reality and the vision and missions of the HEI. The IQAC could organize a day-long workshop on SWOC.
6. All activities of the departments should be published on the pages of the HEI's website.

7. All academic documents, such as project reports, dissertations, and theses should be subjected to a plagiarism check. This could be achieved by creating an Anti-Plagiarism Cell located in the central library of the HEI or the examination section.

8. 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.

9. All departments should have a registered Alumni Association.

10. The departments scoring ZERO on any assessment criterion need to overcome such a status.

11. All departments should offer credit-based add-on courses with a minimum duration of 40 hours. The courses should have a prescribed syllabus published on the web pages of the respective departments.

12. The students should be encouraged, motivated, and groomed to participate in the NET/GATE examinations.

13. The difference between program and course should be understood properly. For example, BA in Sanskrit (Honors) is a program, whereas the papers within this program are the courses.

14. All teaching faculty should get themselves registered in the Publons platform and other similar academic platforms, like Vidwan [https://vidwan.inflibnet.ac.in/].

15. All teaching faculty should use e-Resources maximally provided to them through ScienceDirect and EBSCO platforms.

Department-specific Recommendations

Odia

1. All presentations made by the department should be in Odia.

Sanskrit, Hindi & English

1. Program titles should be revised. For example, instead of writing UG Sanskrit or BA with Sanskrit, BA in Sanskrit (Honors) should be written.

2. All language departments should offer interdisciplinary courses either as skilling or add-on courses. There is a need to increase collaborative activities among the language departments substantially, especially in the domains of research and academic writing.

Life Science, Biotechnology, Zoology, and Botany

1. The opening page of each publication should be displayed on the website with the DOI number and JIF.

2. Improve consultancy project: start a counseling cell, and publish details about the consultancy cell on your university website. This suggestion applies to all academic departments of the university.

3. Augmentation of alumni engagement is essential.

4. Collaborative research activities should be encouraged. Each department should sign MoUs with peer institutions.

Industrial Microbiology

1. Prepare a DPR to be submitted to the Government for the regularization of the program.
2. The program needs regular faculty.

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.

Gender Studies

1. Obtain ISSN for the magazine published by the department.
2. Conduct gender audit for the RDWU.

Chemistry, Mathematics, Statistics, Physics

1. There is an urgent need for regular faculty members for these Departments.
2. SWAYAM and NPTEL courses should be introduced.
3. An adequate number of computers should be provided to Statistics, Chemistry, Physics and Mathematics Departments.
4. Statistics and Mathematics departments should get licensed software, like MATLAB, SPSS, etc.
5. Encourage guest faculty for writing reviews for publication.

Economics

1. Change the name of the program to BA in Economics (Honors).
2. Achieve the recommended PTR.
3. Develop a few skills development courses and one value-added credit course with a 40-hour duration.
4. FDP must be conducted for at least 5 days.

Education and BEd

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. Prepare a proposal for the regularization of the BEd program and submit it to the appropriate authorities.
4. BEd program needs to be shown under the Department of Education as a self-financing program.
5. Adopt Unit IX Girls' High School for practice.
6. The department should assist other departments in writing the teaching objectives of the courses and programs using behavioral terms.

Commerce

1. Develop an add-on course and one value-added credit course with a 40-hour duration.
2. Commerce labs need to be developed with relevant games and software.

Journalism

7. Develop a curriculum on writing skills.

Political Science

1. Change the name of the program to BA Honors in Political Science.
2. Develop skilling courses, like training for Panchayati Raj representatives. Mock polling system and value-added credit course with a 40-hour duration.

Philosophy

1. Develop skill development courses, like a code of ethics for research scholars and one value-added credit course with a 40-hour duration.
2. Design a curriculum for a skill-based program.
3. Collaborate with the education department.

Career Placement Cell

1. Invite employers for all departments.
2. Impart pre-placement training to the students.
3. Provide coaching for the students for the NET/GATE.

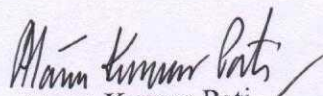## General Observation and Recommendation
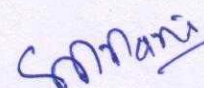
Status of NAAC preparedness – Under process.

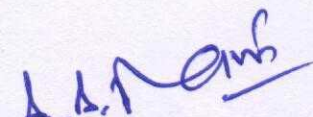Status of participation in NIRF – Participated.

The IQAC assured the OSHEC team that the University would submit SSR before October 2022 and ensure a visit by 2023.

The OSHEC team underscored the need for accreditation to ensure the renewal of the RUSA grant and other financial assistance.

The University needs to identify faculty members, one each for each criterion, for preparation of the first draft of SSR latest by 31st May 2022.

Atanu Kumar Pati

Susmit Prasad Pani

Swetansu Sekhar Rath

Pradeep Kumar Behera