Parvatibai Chowgule College of Arts and Science
(Autonomous)

Accredited by NAAC with Grade 'A+'
Best Affiliated College-Goa University Silver Jubilee Year Award

INSTITUTIONAL DEVELOPMENT

PLAN

(IDP 2022-2032)

FOR

HIGHER EDUCATIONAL

INSTITUTIONS IN GOA

As part of the implementation of National Education Policy-2020

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1.INSTITUTIONAL BASIC INFORMATION

1.1. INSTITUTIONAL PROFILE:

Name of the Institution	**Parvatibai Chowgule College of Arts and Science (Autonomous)**					
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Contact Details	Email principal@chowgules.ac.in		Cell No. 9422064534		Office 0832 2722016	
College Website	www.chowgules.ac.in				AISHE Code: C-30820	
Name of the IQAC Coordinator	Shri. Kumaresh V. C.		Email kvc001@chowgules.ac.in		Cell No. 9226290335	
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Name of the TLET Coordinator	Dr. Sameena Falleiro		Email- ssf001@chowgules.ac.in		Cell No.- 9423884667	
NAAC Accreditation Status	1st Cycle: 1999	Grade: 4 Star	2nd Cycle: 2009	Grade: A		
	3rd Cycle:2014	Grade: A	4th Cycle: 2022	Grade: A+		
NIRF Ranking	2020-21: NIRF 2022 Participated	2019-20: NIRF 2021 151-200	2018-19: NIRF 2020 Participated	2017-18: NIRF 2019 151-200		
UCG Recognition	2(f)	Yes	~~No~~	12 B	Yes	~~No~~
NBA accreditation	~~Yes~~		No			
Financial Status	Government /Aided: YES			Self-Finance: YES		

Under National Education Policy(NEP 2020), would your institute prefer to be:	Autonomous degree granting College / Autonomous degree granting Higher-educational institution (HEIs) cluster.

Parvatibai Chowgule College of Arts and Science was established in 1962, soon after the liberation of Goa, with the dream of bringing higher education in the state. Today, it is a premier educational institute offering undergraduate, postgraduate diploma, postgraduate programmes, certificate courses and Ph.D. programmes. It is the only Autonomous College in the state. The autonomy was conferred to the college by University Grants Commission in June 2014, and is extended in the second cycle from 2020-2021 to 2025-2026. The college was re-accredited by NAAC with Grade 'A+' (CGPA of 3.27 on a 4-point scale in the fourth cycle) in March, 2022. Goa University adjudged the college as the "Best Affiliated College" at its Silver Jubilee celebrations in 2009. It was also conferred with the "Best Educational Institute" award by Business Goa in 2014. The College was honoured with the 'Best Internship Partner' award by Goa Rugby Union in 2018. It has been categorised as a 'Band A' institution (Rank between 06-25) in the category of 'Institutes and Colleges (Govt. and Govt. Aided)' in the Atal Ranking of Institutions on Innovation Achievement (ARIIA) announced by MHRD, Government of India, in 2020. It was placed in Rank Band '151-200' in the India Rankings 2021 for Colleges by NIRF. The Departent of Biotechnology, Government of India, had selected the college for a financial grant under the 'DBT Star Scheme' from February 2018 to February 2022. Currently, the College offers twenty-five underdergraduate and seven postgraduate programmes; some of these programs are unique in Goa. The various programmes offered at the undergraduate level in the Arts Stream are: English, French, Hindi, Konkani, Marathi, Economics, Geography, History, Philosophy, Psychology, Mathematics and Sociology. Programmes offered in the Science stream are: Biochemistry, Biotechnology, Botany, Chemistry, Computer Science, Geography, Geology, Mathematics, Physics, and Zoology. Programmes offered in vocational stream are: Software Development, Multimedia and Digital Filmmaking, 3D Media and Virtual Reality-VFX. The various Post Graduate degree programmes offered are: Information

Technology, Analytical Chemistry, Geoinformatics, Geography, Hindi, Child Psychology and Child Development, and English. The various Post Graduate diploma programmes offered are: Computer Applications, Geoinformatics and Clinical Genetics & Medical Laboratory Techniques. The Ph.D programmes offered are: Geography and Hindi. Besides the core courses of a program, all students get the flexibility of pursuing electives and foundation courses to add to personality and knowledge development in diverse fields. Assimilation and Management of knowledge remains a priority in this institution, with faculty members being actively involved in research. The College organizes State / National / International Conferences, Workshops and Seminars on regular basis. Faculty members have been awarded research grants by various State and National funding bodies, viz. University Grants Commission, Department of Science and Technology (SERB), Department of Biotechnology of the Government of India, Indian Council for Social Science Research, ESRI-India, Department of Science and Technology and Enviornment (Government of Goa), Mineral Foundation Goa (Government of Goa), Directorate of Higher education, (Government of Goa). The College has state-of-the-art infrastructure, laboratories with facilities for research, multimedia-equipped auditoriums, ICT enabled classrooms, Flipped classroom, AV room, conference room, campuswide Wi-Fi network, computer labs, web-based virtual modes for teaching-learning (C-LAAP: Moodle/Google Classrooms, Online Library), library with D-space, Examination cell, administrative offices, well-equipped faculty cubicles, FIFA accredited football ground with field turf, multipurpose ground, gymnasium and fitness centre, sports medicine and physiotherapy centre, open-air seating arrangements, cafeteria, rest-rooms, four & two wheeler parking grounds. The campus provides a barrier free access. This institution also renders various support services such as : Office of Information Technology, Estate Office and Centralized Printing & xerox Facilities. Mentoring students is integral to our educational system, providing guidance and encouragement. Mentors play a key role in this College as they nurture students and help them remain connected and engaged, thus strengthening students' performance. Student Support Services of our College has various arms, such as Writing Centre, which guides students in writing project reports, Career & Personal Counselling Centre to improve social skills. The College has a Centre for Teaching and Learning, which aims to educate faculty and students on the effective integration of ICT in regular teaching-learning and provide them with hands-on experience/training. The College has Memorandums of Understanding and

collaborations with many foreign and national educational institutes aimed at cultural and academic exchanges. The College has remained committed to its mission of being an agent of change, assisting not only its stakeholders but also, through them, the community and the nation at large. The institution seeks to create students with positive values who will become change-makers in society

1.2.   INSTITUTIONAL SWOC ANALYSIS: PCCAS

STRENGTHS:

1. Only college in Goa with Autonomous status having a high NAAC Grade of A^+
2. Programmes with unique need based courses focussing on skill development
3. Curriculum integrates academics, cognitive skills and hands on experience through internships.
4. Course structure with academic and non-evaluative credits
5. Extensive use of ICT in Teaching learning
6. Use of multiple student centric pedagogies of T-L.
7. Learning outcome based student centric modes of Evaluations with transparent processes.
8. Code of research ethics and research related policies.
9. Ethical Committee and Plagiarism policies for fostering academic integrity
10. Conducive environment for Research
11. Central Research facilities
12. International Collaborations for students and faculty exchange.
13. Good linkages for internships
14. Ideal teacher – student ratio
15. Good academic, research and sports infrastructure.
16. Nondiscriminatory and transparent policies for inclusive environment for students
17. Many Green campus initiatives
18. Constant support from management in institutional progress and excellence

WEAKNESSES:

1. Conventional UG College with Arts and Science limiting multi-disciplinarity.
2. Limited international visibility.
3. Specified territorial jurisdiction limiting catchment area for students' enrolment.
4. Minimal industry-oriented programmes presently on offer.
5.   Restricted availability of subject matter experts.

6. Low aspiration for campus placements/recruitments.

7. Lack of hostel facilities on campus

OPPORTUNITIES:

1. Futuristic provisions of NEP 2020 in view of our autonomous status

2. Twinning programmes.

3. Need based skill courses

4. ODL programmes

5. 05 year integrated PG courses.

6. Increase of Research centres.

7. Increase/ Augment Govt. and Non-Govt. funding for research and infrastructure development.

8. Enhance research and consultancy works.

9. Enhance collaboration with Govt. departments, industry and research organizations for internship and research interest.

10. Start-ups and Incubation Centre.

CHALLENGES:

1. Frozen workload for Aided UG programmes and its cascading effect on allied aspects.

2. Limited number of students pursuing General UG programmes.

3. Post admission cancellations for students transiting to professional courses.

4. Attracting and retaining quality faculty and students.

5. Meeting the technological advancements through continuous up-gradation of educational resources.

6. Managing resources for quality education while keeping the cost of education low

2. INSTITUTIONAL DEVELOPMENT PLAN
(*FOR AT-LEAST NEXT 10 YEARS*)

2.1. VISION

To be among the global leaders in imparting relevant education of the highest standards in a disciplined and conducive environment.

2.2. MISSION

To continue to be pioneers of change using cutting edge educational inputs and technology, providing opportunities to all and inculcating social and moral values that will transform society and the nation at large.

2.3. GOALS AND OBJECTIVES

In view of the NEP, PCCAS envisages a holistic approach towards higher education. The goals and objectives are focused on creating graduates/post-graduates with deep knowledge of a subject, as well as soft skills such as communication skills, critical thinking skills, rational analysis, scientific approach of analysis and so also develop core human values and responsibility towards the environment and Nation as a whole.

1. Focusing on holistic education with artistic, creative, and analytic subjects as well as sports (Academic skills, research capabilities and employability skills).
2. Offering course structure to the students with freedom to choose multidisciplinary courses based on their interests and career option.
3. Update the curricula, pedagogy and policies to integrate the local, national and global context in all.
4. Attempt to reduce the separation between 'arts', 'science' and other disciplines/streams and so also between 'curricular' and 'extra- curricular' activities.
5. Offer conducive learning environment with student centric teaching-learning pedagogies with extensive use of technology and multiple evaluation modes which tests the students on the cognitive domains of Blooms Taxonomy.
6. Offer opportunities to enhance the subject skills, logical decision-making skills creativity, cooperation, teamwork, and resilience and leadership skills through co-curricular and extra-curricular activities.

7. Recognizing, identifying, and fostering the unique capabilities of each student to promote her/his holistic development

8. Encourage deeper understanding and expression of the subject in Konkani through teaching and learning as well as activities.

9. Strengthen and enhance the infrastructure to impart quality higher education, promote research and ensure holistic development of the students.

10. Promote research and collaborations and ensure research ethics and academic integrity.

11. Networking with academicians, researchers, alumni, industrial experts and communities to enhance teaching-learning

12. Developing linkages with organizations and industries for skill enhancement and employability

13. Create a positive environment of equity and inclusion in decision making and foster an environment of mutual respect.

14. Have standard operating procedures and Policies governing processes of academics, admissions, recruitments, promotions and audits to ensure integrity, transparency and accountability

15. Integrate ethics and human/constitutional values like empathy, respect for others, cleanliness, courtesy, democratic spirit, spirit of service, respect for public property, scientific temper, liberty, responsibility, pluralism, equality, and justice in the curriculum.

16. Promote community engagement and integration of SDGs through academic programmes as well as co-curricular and extra-curricular activities.

2.4. EXECUTIVE SUMMARY

Parvatibai Chowgule College of Arts and Science (Autonomous) managed by Chowgule Education Society (CES) is a grant-in-aid institution affiliated to Goa University. The Institutional development plan is prepared to align it with the major goals and objectives of the New Education Policy-2020. The purpose of the New Education Policy is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. It aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and plural society as envisaged by our Constitution. The plan envisioned encompasses goals and tasks to achieve all these purposes. It also embeds goals of providing sense of belonging to its employees besides aiming at providing a stimulating learning environment for the students. The Vision and Mission statements also aims at broadening the knowledge and skill sets of the students with focus on making them life-long learners, employable and also sensitizing them to the social issues and inculcating values to demonstrate commitment to the society and the environment.

Developing motivated and energized faculty:

Faculty motivation in HEIs is lower than ideal when it comes to teaching, research, and service in absence of an effective mechanism for developing motivated and energised faculty. The calibre and commitment of a faculty member is crucial to a higher education institution's success, and if their skills are enhanced it can positively impact teaching and research. Likewise, the institution has to have a mechanism in place of acknowledging the importance of faculty in fulfilling the goals of higher education. Multiple initiatives are proposed for developing motivated and energized faculty on the campus.

The section 2.5 of the IDP lists the goals of enhancing faculty capabilities and skills, identifying and empowering performing faculty members and creating a culture of excellence.

Teaching-Learning and Education Technology:

PCCAS established a Centre for Teaching Learning, funded by RUSA in 2017 which was subsequently renamed as TLETC in April 2022 as per the directives of DHE, Goa. Through this center the institution plans to implement the larger goal of improvising the teaching learning process as well as integrating education technology and innovation. The center will contribute towards the growth and advancement of teaching and learning of faculty and students. This center would offer useful inputs for learning, teaching and sharing information, experience and knowledge with the relevant community.

In the section 2.6 of the IDP the strategic plan of achieving the goals of creating empowered faculty members, conversant with different teaching pedagogies and effective implementation of the curriculum for Outcome Based Education is elaborated.

Research Development and Innovation:

The College is committed to high quality research and innovation. In order to facilitate research activities, the College has developed Research Policies to guide, encourage, support and monitor core and interdisciplinary research. Institution and individuals are encouraged to achieve and sustain research excellence.

In the section 2.7 of the IDP the strategic plan of promoting collaborations in research, teaching and employment, enhancing research and creating conducive research environment and innovation is described.

Industry Academia Partnership:

The academia industry interactions are rapidly moving towards the forefront of science and technology policy making, planning and management. Industry linkages are especially important for effective "applied" or work-related education. These include aligning graduate skills with industry demand, improving educational planning and efficiency, ensuring graduate employment. The strategic plan to enhance the industry-academia linkages is reflected in the section 2.8 of the IDP.

Institution's Placement Plan for Students:

The section 2.9 of the IDP, describes the strategic plan of enhancing skills and increasing their competencies for gainful employment. Besides, it also lists out the strategies of enhancing linkages for placements and creating opportunities for increasing students' placement.

Achieving the Target for Accreditation:

Necessary measures will be taken to achieve the targets set by NIRF and NAAC. As and when the Higher Education Commission of India (HECI) defines the parameters for the quality check preparations for the same will be carried out. The same is discussed in section 2.10 of the IDP.

Incubation and Start-up:

The incubation and startup cell of the college, has prepared strategic plan to promote Interdisciplinary, Inter Institutional knowledge sharing, with special consideration to innovation and start-up possibilities. The plan also discusses mechanism of creating an environment for encouraging innovation and startups on the campus and enhancing linkages for incubation.

Alumni Engagement/Activities plan:

Section 2.12 describes the strategic plan of alumni engagement, with emphasis on how alumni can contribute greatly by sharing their knowledge, experiences, skill requirements and by providing scholarships, financial support for enhancing infrastructure and opportunities for internship and placement.

Basic Infrastructure Development plan:

The College strives to become and to sustain the status of 'Academic Excellence' for higher learning. In order to sustain Academic Excellence it requires instructional and research facilities, and at the same time comply with its Research and Green policy. It shall address the needs of infrastructure development and regular maintenance of new and existing facilities. The section 2.13 describes the strategic plan of developing the infrastructure for sustaining academic excellence, creating and maintaining green campus and mechanism for regular maintenance of the infrastructure.

Skill Development for Non-teaching Staff:

The section 2.14 strategize regular upgradation of the skills as per the requirement of the task for the non-teaching staff in essential for ensuring work efficiency.

Community Outreach plan:

The College has a prime motive of developing people for humanity and social welfare. It is responsive and proactive to the social, regional and local requirements, problems and other issues of relevance. The section 2.15.1 of the IDP aims to connect with society through various outreach programmes and extension activities.

NEP Goals with Target Timeline for IDP:

The purpose of the New Education Policy is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values.

The section 2.15.2 of IDP aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and plural society as envisaged by our Constitution.

Governance and Integration:

The College envisions the seamless integration of all processes with a systems perspective. The section 2.15.3 of IDP aims at achieving optimal sharing of resources and speedy accomplishments of the administrative and academic processes

2.5. DEVELOPING MOTIVATED AND ENERGIZED FACULTY

Faculty motivation in HEIs is lower than expected level when it comes to teaching, research, and service in absence of an effective mechanism for developing motivated and energised faculty. The calibre and commitment of a faculty member is crucial to a higher education institution's success, and if their skills are enhanced it can positively impact teaching and research. Likewise, the institution has to have a mechanism in place of acknowledging the importance of faculty in fulfilling the goals of higher education. The following initiatives are proposed for Developing Motivated and Energized Faculty.

GOALS:

1. Enhancing Faculty capabilities and skills
2. Identifying and Empowering performing faculty members
3. Create a culture of excellence

SHORT TERM PLAN(2 years):

1. Conduct FDPs/workshops on (For New Faculty members):
   a) Institution goals and values
   b) Understanding Academic Processes
   c) Teaching pedagogies
   d) Evaluation Modes
   e) Setting question papers
   f) Examination pattern and rules
   g) Encouraging participation on Faculty Induction Programmes of HRDC
2. Conduct FDPs/Workshops on (Faculty with 05-10 yrs of Service)
   a) Research skills
   b) Discipline specific workshops
   c) Encouraging participation in refresher courses of HRDC
3. Enhance capabilities through (Faculty with more than10 yrs of Service)
   a) Trainings for performing leadership roles
   b) Sabbatical leave for Writing books/research.
   c) Encourage attend workshops to further enhance research (in renowned

research centres)

    d) Encouraging participation in Short term courses of HRDC

4. Organizing social and cultural events for faculty and staff to cultivate a sense of belongingness to the College.

5. Empowering the faculty to practice innovative teaching pedagogies and research.

6. Mechanism for identifying excellent faculty with academic and service credentials and administrative potential.

7. Mechanism/ procedure to incentivize excellence through appropriate recognitions and movement into institutional leadership.

MID-TERM PLAN(5 years):

1. Create a culture of excellence, by incentivising faculty who have demonstrated effective teaching and /or research.

2. To empower the faculty members to innovate the Teaching Learning pedagogy.

3. Facilitating interdisciplinary research collaborations.

4. Benchmarking institute excelling in research and teaching-learning.

LONG TERM PLAN (10 years):

1. To inculcate leadership skills in all faculty members of the institute.

2. Timely identification and training for leadership positions to ensure the smooth running of institution.

2.6. TEACHING, LEARNING AND EDUCATION TECHNOLOGY

PCCAS established a Centre for Teaching Learning, funded by RUSA in 2017 which was subsequently renamed as TLETC in April 2022 as per the directives of DHE, Goa. Through this center the institution plans to implement the larger goal of improvising the teaching learning process as well as integrating education technology and innovation. The center will contribute towards the growth and advancement of teaching and learning of faculty and students. This center would offer useful inputs for learning, teaching and sharing information, experience and knowledge with the relevant community.

GOALS:

1. Educate faculty on how to go about integrating ICT in Higher Education effectively by conducting workshops, seminars and provide them with hands-on experience/training.
2. Develop E-content for the various courses offered by the college and other educational institutions.
3. Innovate, Implement and Share different ICT tools in teaching like Simulation, Gamification, LMS, Mobile Applications, etc.
4. Conduct Research related to use of ICT, Learning Analytics, Mobiles, LMS, etc.
5. Provide Consultancy services to schools and other Higher Educational Institutions by providing a roadmap for ICT implementation.
6. Provide Assessment/evaluation strategies to track student progression to graduation.

SHORT TERM PLANS: (2 years)

1. Implementation of OBE (UG & PG)
2. Capacity Building of Faculty to Implement and Offer MOOCs

MID TERM PLANS: (5 years)

1. Offering Multidisciplinary MOOCs via ODL

LONG TERM PLANS: (10 years)

1. Establishment of the Department of Education

2.7. RESEARCH DEVELOPMENT AND INNOVATION

The College is committed to high quality research and innovation. In order to facilitate research activities, the College has developed well drafted 11 Research Policies to guide, encourage, support and monitor core and interdisciplinary research. Institution and individuals are encouraged to achieve and sustain research excellence.

The Institutions promote collaborations in research, teaching and employment at State, National as well as international level. The partnerships with different organizations will contribute towards achieving objectives of the Institution. The following plan is proposed for research development and innovation at PCCAS:

GOALS:

1) Mobilise resources for enhancing research and consultancy
2) Enhance Infrastructure and optimise utilisation
3) Promote Quality Research
4) Enhance research and innovation environment
5) Encourage Academic and Research collaborations

SHORT TERM PLAN (2 years):

1. Apply for Govt. and Non-Govt. funds – FIST/DBT etc
2. Make budgetary provisions for Library, Labs, IT in college annual budget.
3. Apply for Govt. and Non-Govt. funds
4. Upgrade Science Laboratories (NEP-UG-PG-PhD)
5. Increase Bandwidth (IT)
6. Facilitating Faculty recognized for Ph.D. Guide
7. Promoting PhD registration of non PhD faculty by RDIC
8. Incentivising faculty with quality publications.
9. Workshops on Research grants / proposal/ quality research/ research ethics/ Orientation for emerging entrepreneurs/ IPR/ Boot camps/ promote research culture.
10. Mentoring of faculty by RDIC

11. Signing MoU with other Incubation Centre

12. Competition/exhibition to identify innovation and potential start-ups

13. Encouraging student participation in start-ups competitions at state/ national level

14. Identify in house expertise in research/ consultancy.

15. Promote inter departmental collaborations for research

16. Create research database to facilitate collaborations.

17. identify potential collaborators for cooperation and synergistic partnerships (industry, research organizations)

18. Initiate linkages /MoUs to conduct collaborative extension works (student exchange/ internship/ on-the-job training/ project work etc).

19. Conduct Activities for sensitizing students to social issues extension and outreach programmes conducted

MID TERM PLAN(5 years):

1. 'Computation Centre' as research infrastructure.

2. Develop consultancy related infrastructure.

3. Obtain Funding from industry.

4. Obtain Funding from Philanthropists

5. Policy- Monitor optimum utilisation of infrastructure

6. Mechanism to monitor implementation of research policies

7. Library Automation

8. Promoting recognition of Department as research centres

9. Policy for infrastructure utilization by external parties. (Sharing of resources).

10. Collaboration with Inflibnet for Plagiarism check software (Shodh-Shudhi)

11. Encourage researchers to obtain Ethical clearance for on-campus research

12. Policies for commercialization of product providing orientation, financial model and start-ups

13. Value added Certificate course; product design etc

14. Mechanism for identifying innovation and start-up potential on campus

15. Mechanism for promoting online marketing of products and encouraging patents.

16. Promote Consultancy works by identifying individuals/departments with potential.

17. Initiate linkages for collaboration with other academic and research institutions for

research exchange.

18. Form Research Clusters to bring high end researchers together for interdisciplinary and trans-disciplinary) research

LONG TERM PLAN(10 years):

1. Create Corpus fund

2. Facilitate the process for Patent filings/ copy rights

3. Facilitating registering on MSME portal

4. Initiate international linkages for high end research collaborations.

5. Establish Center of Excellence in thrust areas (CoE)

6. Plan for being a Nodal center in thrust areas

2.8. INDUSTRY-ACADEMIC PARTNERSHIP

The academia industry interactions are rapidly moving towards the forefront of science and technology policy making, planning and management. Industry linkages are especially important for effective "applied" or work-related education. These include aligning graduate skills with industry demand, improving educational planning and efficiency, ensuring graduate employment. The goal of supporting industry-academia linkage is to promote the relevance and contribution of HEIs to socioeconomic development of the society.

GOALS:

1. Linkages for improved teaching-learning and networking
2. Establish, develop and refine the industry linkage unit
3. Guidelines to govern consultancy, service or product oriented projects

SHORT TERM PLAN(2 years):

1. Establish Industry Linkage Unit (ILU) of PCCAS
2. Create Database of Industry-Academic linkages (internship database of last 3 years)
3. Create Local Industry Database
4. Create Database of in-house faculty expertise
5. Mapping of SEC (skill enhancement courses) of PCCAS to Industry employability
6. Introducing new Industry oriented SEC.
7. Building link between Industry and Academia: Industry Visits and Awareness Programs for students
8. Increase Industry Internships of students by 5%
9. Organising workshops by Language departments (Multi Media)
10. Identify Departments to provide Industry Consultancy
11. Link with Industry Experts in Academic Evaluation process

MID TERM PLAN(5 years):

1. Faculty Enrichment Internship Programs (1-2 weeks) in Industry during semester break and non-instructional days as per guidelines of ILU

2. Increase Industry Internships of students by 20%

3. Short, non-credit or credit courses for special occupational skills (25% Departments)[Industry oriented]

4. Bringing Industry Experts for Workshops/ Class room interactions with students

5. Submission of proposals to Industry

6. Increase Consultancy

7. Accreditation of the Labs by national industrial bodies, like NABL.

LONG TERM PLAN(10 years):

1. 2 years PG programs with general first year and specialized options for second year.

2. Faculty Enrichment Internship Programs (1-2 weeks) in Industry during semester break and non-instructional days as per guidelines of ILU

3. Increase Industry Internships of students by 60%

4. Short, non-credit or credit courses for special occupational skills(50% Departments)[Industry oriented]

5. Bringing Industry Experts for Workshops/ Class room interactions with students

6. Submission of proposals to Industry

7. Increase Consultancy

2.9. INSTITUTION'S PLACEMENT PLAN FOR STUDENTS

Changes in the curriculum is the need of the hour to make it employment focused, enhancing skills and increasing their competencies. Industrial collaborations have to be enhanced and opportunities created for increasing students' placement.

GOALS:

1. To encourage industry collaborations for purpose of increasing student placement.

SHORT TERM PLAN(2 years):

1. Motivate students to take up Placements.
2. Delineate students seeking placements from students opting for Higher Education.
3. Train students for soft skills, IT skills, interviews, etc.
4. Increase Industry-Academia Interactions to create awareness on Programme/curriculum offered by the College to enhance Internship/Placement opportunities.
5. Seek employer feedback to locate and rectify lacunae to achieve synergistic interaction between the College and Employers.
6. Obtain inputs from Industry to improvise the curriculum through the respective BOS.

MID TERM PLAN(5 years):

1. Design industry-oriented syllabi (soft skill, IT skill etc.)
2. Work hand in hand with departments so that the students are employable in some of the Core companies/sectors in the state.
3. Organise Job Fairs.
4. Encourage students for entrepreneurship.
5. Restructure Internships at UG level in the Final Semester in lieu of academic Credits for students seeking placements.
6. Market specific programs like M. Sc. IT, M. Sc. (Analytical Chemistry), PGDGIS, B. Sc. (Biotechnology) etc. systemically with interested Companies.

LONG TERM PLAN(10 years):

1. Assisting departments in introducing Programs attracting placements.

2. Seeking assistance from Organisations/Industries to train students for placement/entrepreneurship.

2.10. ACHIEVING THE TARGET FOR ACCREDITATION

Necessary measures will be taken to achieve the targets set by NIRF; NAAC or any other relevant accreditation bodies.

GOAL:

To plan to achieve the target for accreditation as per the existing accreditation bodies (NIRF, NAAC).

SHORT TERM PLAN(2 years):

1. Achieve the NIRF rank band 151-200

MID TERM PLAN(5 years):

1. Identify and apply to relevant accreditation bodies in pursuit of academic excellence.
2. Achieve the NIRF rank band 101-150
3. Maintain/Improve NAAC grade

LONG TERM PLAN(10 years):

1. Achieve the NIRF rank in top 100
2. Maintain/Improve NAAC grade

2.11. INCUBATION AND START-UP

The incubation and startup cell of the college, promotes Interdisciplinary, Inter Institutional knowledge sharing, with special consideration to innovation and start-up possibilities.

GOALS:

1. Academic Programs along with assessment related to Innovation and Entrepreneurship.
2. Improvising infrastructure to support Innovation.
3. Interdisciplinary, Inter Institutional knowledge sharing, with special consideration to innovation and start up possibilities.
4. Identify Expert support and establish linkages.
5. To give Basic programmes Online and give more emphasis to applied and skill based programmes with hands on experiences
6. Combine skill based programmes with entrepreneurship components.

SHORT TERM PLAN(2 years):

1. MoUs with State based centers such as FiiRE / CIBA/GIM/NIT/IIT etc.
2. Conduct regular seminars and workshops for creating awareness about incubation and start up for students
3. Formulate an Innovation and Entrepreneurship (I&E) Policy Implementation
4. Introduce academic programs along with assessment, related to Innovation and Entrepreneurship.
5. Identify incubation and start-up experts in different academic areas.

MID TERM PLAN(5 years):

1. Pre-Incubation and Incubation Infrastructure & Facilities
2. Generation and Support of Ideas / Prototypes / Innovations
3. Identify mechanisms of providing credits for incubation/start-up as per NEP guidelines.
4. Establishment of Start-ups/Ventures

LONG TERM PLAN(10 years):

1. Collaboration with Other Incubation Units, HEIs and Industry Associations to Strengthen Better Services and Support to Innovation & Startups

2.12. ALUMNI ENGAGEMENT/ ACTIVITIES PLAN

Alumni can contribute greatly by sharing their knowledge, experiences, skill requirements and by providing scholarships, financial support for enhancing infrastructure and opportunities for internship and placement.

GOALS:

1. Build a strong Alumni connect to contribute to the excellence in academics and resource creation.

SHORT TERM PLAN(2 years):

1. To encourage Final Year students to register as Alumni while exiting on completion of their studies.
2. Alumni other than college staff to be included as part of the Alumni committee for organizing activities.
3. Invite alumni to deliver a talk in field of their expertise.
4. A detailed plan by thorough deliberations with the Alumni.
5. Formation of official Alumni Association

MID TERM PLAN(5 years):

1. To organize competitions for Alumni on the campus.
2. Communicate with Alumni having their own business/firm for collaborative work in terms of Internships, Placements.
3. Identify Alumni to sponsor projects for our faculty.

LONG TERM PLAN(10 years):

1. To organise alumni activity annually.
2. Identify Alumni who could sponsor the scholarship to our college students.
3. Identify Alumni to sponsor projects for our faculty as consultant.
4. Floating New Courses in consultation with Alumni, based on the requirement of industrial demands, as per need of NEP 2020.

2.13. BASIC INFRASTRUCTURE DEVELOPMENT PLAN

The College strives to become and to sustain the status of 'Academic Excellence' for higher learning. In order to sustain Academic excellence, it requires instructional and research facilities, and at the same time comply with its Research and Green policy. It shall address the needs of infrastructure development and regular maintenance of new and existing facilities.

GOALS:

1. To create state of the art learning centres with eco-friendly design and modern amenities.
2. To develop aesthetically appealing clean and green campus.
3. To adopt regular and preventive maintenance practices for civil, electrical and mechanical utilities.

SHORT TERM PLAN(2 years):

1. Computation Lab for research
2. Improve Accessibility to labs, library and common spaces (ramps/ lifts/ wheelchairs)
3. Recording Cubicle for Students/Faculty
4. Clean energy - Solar, Rain Water Harvesting, Water recycling
5. Multipurpose Games Court
6. Maximize utilization of CRL to enable PhD Research and Innovation

MID TERM PLAN(5 years):

1. Lower Auditorium conversion to AV screening room.
2. Common Room for students and faculty

LONG TERM PLAN(10 years):

1. Increase Classrooms to cater to requirements of Multidisciplinary courses introduction
2. Self Financed/ Skill Program Block
3. Boarding Facility - Girls and Boys Hostel

2.14. SKILL DEVELOPMENT OF NON-TEACHING STAFF

Continuous upgradation of skills as per the requirement of the task for the non-teaching staff in essential for ensuring work efficiency.

GOALS:

To enhance the capabilities of the non-teaching staff for maximising work output.

SHORT TERM PLAN(2 years):

1. Office etiquette including Communication skills : verbal, email, WhatsApp, call, zoom, webex, google meet (drafting, responding, online courtesy etc)
2. Use of Excel , Word and PPT in office management
3. Office Management Skills – MTS, Lab Assistants & Office Staff
4. Soft Skills Management Techniques -- MTS , Lab Assistants & Office Staff
5. Basic Computer Operations – MTS
6. Office Automation Tools – Lab Assistant & Office Staff
7. Technical Skills – G Suite – Lab Assistants & Office Staff
8. Workshops on lab protocols and lab duties (Lab assistants/lab attendants/MTS)

MID TERM PLAN(5 years):

1. Creating SOPs for all administrative processes and functioning
2. Trainings on GST and TDS reconciliation.
3. Tally using payroll and TDS features in Tally, generating payslips, attendance sheets, income tax calculation sheets for salary TDS, bank reconciliation in Tally, fees receipt generation from Tally
4. Sending staff for special need based trainings (Lab assistants/lab attendants)

LONG TERM PLAN(10 years):

1. Practicing procedures as per the SOPs
2. Optimising work output through skill enhancement of non-teaching staff.

2.15. ANY OTHER INITIATIVES FOR THE STUDENT'S AND INSTITUTIONAL GROWTH

2.15.1 Community Outreach

The College has a prime motive of developing people for humanity and social welfare. It is responsive and proactive to the social, regional and local requirements, problems and other issues of relevance. The College has reaffirmed its commitment to the society by being an Autonomous College, catering to educational needs of urban as well as rural areas. It is further aiming at connect with society through various outreach programmes and extension activities.

Short Term Plans (2 years):

Activities to be conducted by the departments:

1. Students to work in the field and identify the beneficiaries, issue and develop strategy.
2. Remedial classes in the identified under privileged school
3. Rendering them psychological assistance, if required.
4. Guiding these students in preparation of exam, if required.
5. Visiting nearby societies to create awareness on social issues.
6. Visiting Old age homes to inculcate love and respect in the young minds towards elderly people.

Mid term Plans (5 years):

1. Mentoring the aspiring lesser accredited HEI cluster institutes towards their goals.
2. To implement different activities/programs for the welfare of the stakeholders in the community.

Long Term Plans (10 years):

Identification of real life problems in the community and provide solution.

2.15.2 NEP

The purpose of the New Education Policy is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values.

It aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and plural society as envisaged by our Constitution.

Short Term Plans (2 years):

1. Structure a multidisciplinary (via a HEI cluster) and holistic education across the sciences, social sciences, arts, humanities, and sports for a multidisciplinary world in order to ensure the unity and integrity of all knowledge.

2. Eliminate separations between arts and sciences, between curricular and extra-curricular activities, between vocational and academic streams so as to promote each student's holistic development in both academic and non-academic spheres.

3. Review our Teaching-Learning practices if required so as to lay greater emphasis on conceptual understanding rather than rote learning and learning-for-exams. Creativity and critical thinking should be encouraged for logical decision-making and innovation.

4. Focus on blending formative assessment with summative assessment for learning and its continuous evaluation.

5. Look out for interdisciplinary opportunities within our existing disciplines for development of courses as well as Research opportunities.

6. Develop bridge courses for students that come from disadvantaged educational backgrounds.

7. Department level SWOC analysis to understand the roadmap for each department.

8. Restructure the curriculum to support 4 year multidisciplinary UG education.

9. Establish the Academic Bank of Credits to facilitate transfer of credits.

10. Equitable and inclusive education - Provide more financial assistance and

scholarships socially-economically disadvantaged students.

11. Focus on teachers becoming academic/career counselors besides having a dedicated career counseling cell.

12. Promote deeper interactions between our institution and local communities for identification and solution of real-life problems faced by the communities in a spirit of mutual benefit.

Mid Term Plans (5 years):

1. Introduce Integrated UG/PG programmes.

2. Explore opportunities for dual degree programmes.

3. Internationalization of Education through Student/Faculty exchange programmes, semester abroad programmes under Twinning arrangement, academic/research workshops, seminars, conferences etc.

Long Term Plans (10 years):

To attain the status of Autonomous Degree Granting HEI / Autonomous Degree Granting HEI Cluster.

2.15.3   Governance and Integration

The College envisions the seamless integration of all processes with a systems perspective. It is achieved by the improvement in the existing systems and laying-down of advanced systems as per requirements of time. It shall result in optimal sharing of resources and speedy accomplishments of the administrative and academic processes. The philosophy of '*Systems Approach*' shall be the central to the work culture of the College.

Goals

1. To ensure smooth working of academic departments, accounts section and administrative section in the College.

2.To ensure participatory, transparent and good governance at all level of College.

Plans

1. Adhering to establish statutes, ordinances, regulations, policies and procedures.

2. Specifying process details and checklist of documents for activity completion (SOPs).

3. Developing integrated facilities for sharing intellectual and physical resources. [Comment by NAAC Team]

4. Developing file movement and document tracing system. [Green sheet]

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