SANMARG SHIKSHAN SANSTHA'S
SMT. RADHIKATAI PANDAV COLLEGE OFENGINEERING Near Dighori Naka, Umrer Road, Nagpur-441204
Recognized by Government of Maharashtra & AICTE New Delhi
Affiliated to Rashtrasant Tukdoji Maharaj Nagpur University, Nagpur
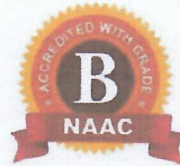PH: 07103-663603/04/05, FAX: 07103-663663
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Institutional Development Plan
Academic Year:-2024-25 to 2033-34

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Institutional Development Plan
Smt. Radhikatai Pandav College of Engineering Nagpur

For the period: 2024-25 to 2033-34

1. Introduction to IDP:

The National Education Policy 2020 aims to develop good, thoughtful, well-rounded, and creative individuals. According to it, HEIs need to enable an individual to study one or more specialized areas of interest at a deep level and also develop character, ethical and constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and 21st-century capabilities across a range of disciplines Including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.

Keeping this view in the front, Smt.Radhikatai Pandav College of Engineering Nagpur decides to have a plan to materialize the all-round development of all of its stakeholders, namely the students, faculties, staff, and as a whole of the larger society. The plan, named as Institutional Development Plan (IDP), has been prepared by the college by designing different development aspects as per the „UGC Guidelines for Institutional Development Plans for Higher Education, February, 2024"for a period of ten years commencing from the Academic Year 2024-25 to 2033-34.

2. Objective of IDP:

The IDP needs to reflect an integrated, comprehensive and holistic approach that is mindful of the institutions unique vision and mission, context, location, character, resources, environment, target group of students/learners, other stakeholders and overall aspirations. The overarching objectives of the IDP are to achieve excellence and holistic growth. It aims at -

- **Aligning** the vision and mission of the institution with the National Education Policy 2020.
- **Assessing**institutionaldevelopmentalneedsthroughwideconsultativeprocesses.
- **Identifying** the institutional capability (human, material and financial) and organizational gaps in the context of the institutional goals and priorities.
- **Developing** Annual Capacity Building initiatives to build capacity and remove gaps.
- **Improving** the quality of Education through updated curricula, teaching methods and faculty development initiatives.
- **Expanding** academic programmers and interdisciplinary approach, introducing new undergraduate and post graduate programmers that align with job markets and students interest.
- **Establishing** a transparent system for holistic, inclusive growth through the application of relevant tools, technological integration and opportunities (esp. Digital Technologies) for ensuring optimal utilization of resources for overall balanced growth.

- **Fostering** research and innovation by providing necessary support and establishing linkages.
- **Improving** infrastructure and upgrading campus facilities for conducive learning environment.
- **Expanding** students" service to enhance students" life to inculcate the ethos of holistic lifelong learning and an operative framework to promote better employability and entrepreneurship.
- **Promoting** inclusivity and diversity among students, faculty and staff.
- **Developing** soft skills, leadership ability and employability.
- **Developing** an operative framework for collaboration and internationalization of education, academic and cultural exchange of faculty and students.
- **Promoting** community engagement through outreach programmer and partnership, service learning community
- **Strengthening** alumni relations to creates up portive network.
- **Enhancing** governance and leadership to ensure effective decision making and strategic planning to quantify the institution's goals using Indicators and Time-Bound Targets, and Implementation Plans.
- **Undertaking** Periodic Reviews and appropriate measures for continuous course corrections and further improvements.
- **Seeking** diversify funding sources, efficient resource management and credible financial practice to achieve financial sustainability.
- **Encouraging and Ensuring** meaningful engagement of all stakeholders in materializing the IDP.

3. The Institution at a Glance:

Smt. Radhikatai Pandav College of Engineering Bahadura, Nagpur state of the art institute, was established in the year 1999 basically to inculcate the engineering's kills, Technical Knowledge and Managerial Acumens in students. The College offers 4 year courses in the stream like Mechanical Engineering, Electrical Engineering, Electronics & Telecommunication Engineering, Computer Engineering, Civil Engineering, Computer Science & Engineering at under graduate level. The college is also running two year Master degree course in business administration (MBA) and Master of Computer application (MCA). The College is a Jewel in the Crown where it poses a very healthy infrastructure with a well-qualified & expert faculty. The College has a well-organized library & a playground for different outdoor and indoor sport facilities. The College also provides Bus and Hostel facilities for their students.

Smt. Radhikatai Pandav College of Engineering Bahadura, Nagpur is affiliated to RTMN University Nagpur and recognized by the UGC under sections 2(f). The college is accredited by National Assessment and Accreditation Council (NAAC) in 2024 with Grade B.

4. Guiding Principles of IDP, Smt. Radhikatai Pandav College of Engineering Bahadura, Nagpur:

While for mulating the IDP the following guiding principles are kept in mind.

Vision of the College

"To create and motivate trusted Engineers/Technocrats through productive academic environment to uphold the spin of professionalism in engineering and technical education."

Mission of the College

"To prepare future leaders by imparting high quality technical education in order to mould the Learners into globally competitive technocrats who are professionally skillful, intellectually skilled and socially responsible"

5. SWOC analysis:

The Smt. Radhikatai Pandav College of Engineering Bahadura, Nagpur has identifies its Strength, Weakness, Opportunity and Challenges (SWOC) in its journey towards excellence.

(a) Institutional Strength:

- Eco-friendly environment and biodiversity rich campus.
- Plural, multicultural and gender friendly environment.
- Cordial and Peaceful atmosphere.
- Big campus to support new initiatives.
- Strong coordination and active participation of different committees.
- Enriched library and laboratories.
- Transparent internal assessment and reliable examination process.
- Energetic and dedicated teaching staff acquainted with latest modes in teaching, learning and evaluation process.
- Periodic Professional Development Programmers.
- Availability of Add-on courses.
- ICT facilities and learner centric teaching-learning exercise.
- Language Lab.
- Remedial teaching for slow learners/coaching for advanced learners.
- Value inculcation initiatives through yoga camp, motivational speech, exposure to real life situations, observation of important days and events.
- Platforms for nurturing budding talents in sports, culture, etc.
- Hostel facilities.
- Functional MOUs with various institutions, organizations and industries.
- Stakeholders "contribution towards physical and academic growth of the institution:

(b) Institutional Weakness:

The institutional weaknesses are identified through periodic assessment an devaluation of feedbacks attained from the stakeholders. They help in constituting new policies and best practices that will enable the institution to function more effectively.

- Low English proficiency among first-generation rural learners.
- Sports facilities available for a few events.
- Most students are from economically weaker, rural areas with unreliable power supply, making ICT-based teaching difficult.
- Limited exposure of students to national-level seminars, workshops, and competitions.
- Alumni engagement and tracking mechanisms need further strengthening.

(c) Institutional Opportunity:

- The college can contribute immensely towards the dynamics of social transformation and growth.
- It can design and implement futuristic as segments, perspective plans utilizing its young and vibrant teaching staff and other available resources.
- Opportunities are there to introduce more PG courses.
- With enriched Library facilities through digitalized process and a functional N-List the college can utilize the global domain of knowledge for its overall growth.
- Initiative of opening Skill Hub under the directive of PMKVY will create opportunity to enhance the skill of the students.
- The functional MOUs with different institutions for collaboration and Exchange programmes are expected to enhance the skill and knowledge base.
- The Research and Development Cell of the college can play a lead role in addressing the local issues and prospects.
- The exist in green campus of the institution will sustainan eco-friendly atmosphere where alternative sources of energy can be explored.
- The encouraging involvement of alumni in developmental activities will pave the way for further growth of the institution.

(d) Institutional Challenge:

- Developing a satisfactory level of research culture and inculcating innovative practices among the college fraternity are yet to be achieved.
- The college has to inform and motivate the students to cope with the increasing trends of e-learning.
- The college has to work towards expansion of infrastructure and ICT facilities to support new and emerging courses.
- Introduction of certificate and vocational courses in emerging areas engaging skilled persons is an urgent task to be accomplished.

- To increase interaction and establish collaboration with industry to groom research culture.
- To introduce a structured consultancy service.
- To obtain autonomous status.

6. Parameter wise Strategic Plan:

(A) Governance Enablers:

Sl. No.	Type of Parameter	Current Status	Strategy/Plan	Timeline to fulfill		
				Short (2yrs)	Medium (5 yrs)	Long (10yrs)
1	BoG/Senate/ Syndicate	• Fully Functional and staffed Governing body with defined roles and responsibilities	• Promote active involvement of members of governing body	√		
2	Quality Assurance	• IQAC is ensuring and smooth functioning for quality enhancement of the institution • Academic and Administrative Audit(AAA)	• Regular monitoring and maintenance through IQAC	√		
3	Leadership	• Effective leadership • Strategic management • Effective Trainings program	• Prevalent of Leadership through both hardwork and smart work • Promote and motivate for leadership qualities through workshops and personality development trainings	√		
4	Vision, Mission and Roadmap for the HEI	• Well defined vision mission and objectives • Detailed discussion with stakeholders for improvement of the institutions in terms of quality and quantity • Well-developed perspective Plan	• Encourage to follow and persuade up on the plans for development of the institution	√		
5	Close monitoring by IT/Web-based management information system	• Parameters are defined from UGC/affiliated University	• Plans to develop an IT/Web-based management information system for close monitoring			√

Sl No		Current Status	Strategy	Short (2 yrs)	Medium (5 yrs)	Long (10yrs)
6	External Advisory Boards	• Existence of fully Functional Governing body with external members • Meet of governing body members through various functions at regular interval	• External advisory boards will to be constituted			√
7	Student Feedback	• Web based online Feedback system • Awarding/Acknowledging the faculty from the feedback retrieved • Monitoring and decision making needs to be instituted from the feedback retrieved	• Motivate faculty members for improvement on the basis of student feedback	√		
8	Financial autonomy	• The college operates as a self-funded institution with controlled financial autonomy, managing its own budget while following regulatory financial norms	• The college plans to strengthen financial sustainability by diversifying revenue sources, enhancing consultancy and skill-based programs, and adopting efficient digital financial management systems			√
9	Risk Management Analysis	• meeting with stakeholders to discuss scenarios for mitigating risks at regular interval	• Promote meeting with stakeholders to mitigate risks at regular interval		√	

(B) Finance Enablers and Funding Models (Resource Generation):

Sl. No	Type of Parameter	Current Status	Strategy	Time line to fulfill		
				Short (2 yrs)	Medium (5 yrs)	Long (10yrs)

					√	
1	FinancialPolicies	• Theinstitutionis Self-Funded college. • Enhance financial sustainability • Tuitionfeefrom the students	• Launch alumni endowment fund, consultancyservices, and CSR partnerships		√	
2	ActionPlanand Budgets	• Infrastructure Development • Digital Transformation • Researchand Innovation • Student Development • GreenCampus Initiative	Theinstitutionplans comprehensive development focusing on modernization of infrastructure and learning spaces, full-scale digital transformation through ERP implementation, strengthening research and innovation culturewithseed funding, enhancing studentemployability via industry- based training and internships green campusthrough solar energy and rainwater Harvestinginitiatives .		√	
3	Financial/ Investment Committee	• A Purchase Committee is constituted to purchaseproductsand make decisions regardingconstruction works.	• Amonitoring body is to be constitutedto maintain the transparency		√	
4	Mainsourcesof revenue to be developed	• Thecollegecurrently relies mainly on tuition fees as the primary revenue source.	• Develop new revenuesources through industry- oriented certificate courses, consultancy services, researchgrants, and skill			√

Sl. No		Type of Parameter	Current Status	Strategy	Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
				development programs			
5		Close liaison with GOI ministries/ agencies and others for funding and Access to external grants and funding	• The college presently has limited liaison with GOI ministries and funding agencies, resulting in minimal access to external grants and sponsored projects.	• The college plans to strengthen collaboration with GOI ministries, funding agencies, and industry bodies to secure external grants, sponsored projects, and developmental Funding.			√
6		Staff providing financial services	• The college has a small finance staff managing routine accounting, budgeting, and audit processes with limited professional development support	• The college plans to strengthen financial services by training staff in digital finance systems, compliance, and advanced financial management Practices.		√	

(C) Academic Enablers:

Sl. No	Type of Parameter	Current Status	Strategy	Time lin eto fulfill		
				Short(2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Course scattering to professional /future requirements	• The Institute provide a varied choice of relevant programs as designed by the parent university along with a few Add-on courses designed by the faculties	• Increase the number of Add-on courses • Design multi disciplinary courses to meet the demands of the current time.		√	

No.	Parameter	Current Status	Recommendations			
2	Curriculum-updated as per industry requirements	• The curriculum is prepared by the Parent University and gets updated with time. • The current curriculum is developed by the university in consideration with the National Education Policy 2020.	• Multiple Entry-Multiple Exit options are to be provided to the students as per NEP 2020 • To work on industry linked/internship /apprentice ship programs		√	
3	Curriculum embedded with Employ ability Skill	• Skill-based curriculum is provided to enhance the employ ability of the students • A variety of co- curricular and extra-curricular activities are available for building skills needed for workplace and everyday life.	• To introduce more training based certificate courses • To conduct workshops for skill development	√		
4	Curriculum embedded with Skill Enhancement Courses	• The curriculum tries to foster critical thinking and problem solving; innovation and creative thinking; analytical thinking; adaptive thinking; social intelligence and cross-cultural competency; Conflict resolution and negotiation etc.	• Expand the number of skill-based courses		√	
5	Curriculum embedded with emerging technologies to be integrated with future of work	• There is alack of industry-linked courses as per the current age.	• To introduce industry-linked courses as per the requirements of the present time			√

6	Faculty/teaching Staff	• 95 number of qualified and experienced faculty/teaching staff available • They are engaged in research activities and different faculty development programs	• More thrust on outcome-based research • More importance on different faculty induction programs on NEP and its implementation on • More emphasis on enrollment of faculties in Ph.D		√	
7	Non-teaching staff	• Adequate and qualified non-teaching staff to support the organizational functioning	• To conduct more training sessions for skill enhancement of the staff in the digital era • Increase human resource	√		
8	Session wise teaching plan	• Session wise teaching plan is prepared	• To include extra sessions for competitive examinations in the teaching plan		√	
9	Learning material Like Study books	• Number of relevant and updated course materials are provided by the teachers • The libraries also provide for relevant books for the specified programme .	• Frequent updating of study material as per the syllabus	√		
10	Question bank	• A collection of old question papers is provided at the Central Library as well as Departmental Libraries • Teachers also provide for all the possible question of a specific topic/areas	• To increase the resource pool of all subjects concerned • A model question repository for the various examinations	√		

11	Assignments	• Relevant assignments of varying types and nature are conducted	• Increase field-based assignment to better learning outcome	√		
12	Assessments	• Assessments are conducted as per the guidelines of the Parent university	• Incorporate innovative ways of assessment	√		
13	Value added skills enhancement Papers	• The present curricula based on NEP 2020 provides a number of value-adde dcourses.	• The number of Value-added courses to be increased	√		
14	Pedagogy	• A balanced mixture of both traditional and modern methods • ICT classes are conducted regularly • MOUs are also functional to enhance the learning environment	• More learner-centric approaches to be adapted • More blended teaching learning practices to be encourage d	√		
15	Other activities as part of learning	• The group skills are also tried to be developed with different initiatives with NSS	• Activities to support the overall development of students like sports, music etc.to be integrated in the core curriculum	√		
16	Flexibility and multidisciplinary	• The courses designed focusing on multidisciplinary and flexibility.	• Introduction of certificate and skill-based courses		√	
17	Opportunities to develop & utilize Research &innovative thinking skills.	• The curriculum allows students to explore and work independently on projects/research under the guidance of the teachers	• Encourage students to pursue more research based activities.	√		

18	Center for Curricular & Life Skills Development (CCLSD)	• As an RTMNU-affiliated college, there is no dedicated center for structured life skills, soft skills, and curricular enrichment activities.	• The college aims to establish a CCLSD to offer RTMNU-aligned life skills, soft skills, and value-added programs to enhance students" employability				√
19	Center for Faculty Development(CFD)	• The college currently conducts limited faculty development activities without a dedicated structured center for continuous professional growth	• The college plans to establish a CFD to provide systematic training, FDPs, workshops, and skill enhancement programs for faculty development.				√
20	Earn while learn facility & flexibility	• The college currently do not offersearn-while-learn opportunities for students due to restricted structured programs and collaborations	• The college plans to introduce flexibleearn-while-learn schemes by partnering with departments, campus units, and local industries to support student financial Independence.				√
21	International Exposure	• The college currently has no international exposure, with no existing collaborations, exchange programs, or global engagement activities	• The college aims to develop international exposure through MoUs, global academic partnerships, virtual exchange programs, and overseas				√

			training opportunities			

(D) Research, Intellectual Property and Supportive Enablers:

Sl. No.	Research and Intellectual Property	Current Status	Strategy	Time line to fulfill		
				Short (2yrs)	Medium (5 yrs)	Long(10 yrs)
1	Quality Research	• Encourage faculty members to quality research for knowledge and welfare of the society	• Fostering Research Culture • Promote faculty members to have quality Research Project	√		
2	Research oriented experienced faculty members	• Research oriented faculty members • Encourage to participation in quality research	• Incentivize faculty members for quality research • Encourage to basic and applied research • Development of technologies for rural masses			√
3	API based faculty compensation	• Encourage to increase research participation	• Encourage students and faculties to participate in innovative and competitive programme • Initiatives and new parameters to encourage faculty participation in research and publication		√	

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4	Targeted research and collaborative research	• Encourage to search research gap for patent	• Support for targeted and collaborative research and publication • Academic support or file patent			√
5	More faculty members with Ph.D	• Encourage to pursue Ph.D. among the existing faculties	• Encourage to act as mentor for both faculty and student research projects		√	
6	Faculty encouragement for Book Publication, Research Publications and Patents	• Familiarized IPR among students	• Supportive policies for IPR infrastructure to stimulate research and publication among students and faculty members • Promote IPR among UG students			√
7	More conferences (at least one conferences per year college)	• Faculty members are engaged in periodic organization of seminars, workshops and FDPs	• Proposed more seminars and workshops for recharging students and faculty • Academic discussion to increase networking with other academics	√		
8	Student involvement in research	• Students are engaged in research activities through curriculum	• Discipline wise project monitoring cell for guidance students project • Involve students in IPR Infrastructure			√
9	Industry and institutional collaboration &consultation	• Organized seminars to promote collaboration based research for IPR	• Effort will be made for industry-academic research • File patent			√

10	Faculty Ranking (annual) system	• Best Teacher Award • Faculty Performance feedback	• New parameters will be taken to provide more support to faculty members for their academic achievements and involvement in community services		√	
11	More Ph.D. Post-Doctoral research scholar	• The college currently has limited number of Ph.D. and post-doctoral research scholars, restricting research output and academic advancement.	• The college plans to increase the number of Ph.D. and post-doctoral scholars by promoting research culture, providing funding support, and facilitating collaborations with universities and research institutes			√
12	**University Incubation centers**	• The college currently has no dedicated incubation center under RTMNU, limiting opportunities for student startups and entrepreneurship	• The college plans to establish a university-affiliated incubation center to support startups, innovation projects, and entrepreneurial skill development among students and faculty.			√
13	**University publication through its own press**	• The college currently does not have access to a dedicated university press for publishing research, journals, or academic Materials.	• The college plans to collaborate with the university press to publish research work, journals, and academic resources, enhancing visibility and academic credibility			√

14	University publication & citation service	• The college currently lacks access to a university-managed publication and citation service, limiting tracking and recognition of research Output.	• The college plans to utilize university publication and citation services to document, disseminate and enhance the impact of faculty and student research.		√	
15	Target patent claim for UG&PG projects in professional subject areas	• Currently, only faculty members have patents, and UG/PG student projects have not yet been targeted for intellectual property claims	• The college plans to encourage UG and PG students to file patents for innovative projects in professional subject are as by providing guidance, mentorship and funding support			√
16	Faculty Ranking (annual) system	• The college has an annual faculty appraisal system, but no formal ranking mechanism to benchmark and incentivize performance.	• The college plans to implement an annual faculty ranking system based on teaching, research, innovation and service to encourage performance excellence.		√	
17	Chief Technology Officer (CTO) Research Monetization	• The college currently does not have a CTO or dedicated mechanism to monetize research outputs, limiting translation of research into revenue	• The college plans to appoint a CTO to over see research monetization, intellectual property management, and industry collaborations for revenue Generation.		√	

18	Value added skills enhancem ent papers	• The college currently offers limited value-added skill enhancemen t courses or certification programs aligned with industry requirements	• The college plans to introduce structured value-added skill enhancement courses and certification programs to improve employability and professional competency of Students.		√	
19	Other activities as part of learning	• Traditional and cultural skills • Activities for collective responsibility	• Increase design thinking abilities among students • Encoura get eam working skills among students	√		
20	Earn while learn facility and flexibility	• The college currently do not offers earn-while-learn opportunities for students due to restricted structured programs and collaboration s	• The college plans to introduce flexible earn-while-learn schemes by partnering with departments, campus units, and local industries to support student financial Independence.			√
21	Flexibility and multidisciplinary	• The courses designed focusing on Multidiscipline rity and flexibility.	• Introduction of certificate and skill-based courses		√	

(E) Human Resource and Supportive-Facilitative Enablers:

(a) Human Resource Enablers:

Sl. No.	Type of Human Resource Enablers	Details of Human Resource Enablers & its usage	Current Status	Strategy (Goal/Target)	Time line to Fulfill		
					Short (2yrs)	Medium(5 yrs)	Long (10 yrs)
1	**Student and Learner Enablers**	**Academic Success Programs:** Mentorship programme	Institute has robust mentoring programs that provide tailored support to the learners so that they end-up educational paths successfully.	• To continue this programme with adoption of more components. • To organize Psychological counseling programs regularly.		√	
2		**Holistic Admissions Framework**	• The college follows a government-controlled admission procedure, leaving limited scope for holistic or institution-specific assessment	• The college plans to enhance student readiness and diversity within the existing government admission framework through bridge courses, orientation, and support mechanisms		√	
3		**Merit and Equity-Based Financia Aid**	• The college Currently provides limited financial aid options, primarily dependent on government scholarships and fee concessions.	• The college plans to introduce structured merit- and equity-based financial aid schemes to support deserving and socio-economically disadvantaged students.			√
4	**Staff Empowerm ent Enablers**	**Competency-Based Recruitment:**	• Staff are recruited as per their competency under Govt."s existing guideline	• To continue the process	√		

#	Category	Aspect	Current Status	Plans				
5		**Professional Development and Growth:**	• Staffs are encouraged and given opportunities to develop their professional skills	• To organize more Professional Development Programms			√	
6		**Transparent Recruitment and Appointment:**	• Appointments are made in a transparent way prioritizing excellence, research expertise, and pedagogical skills	• To continue this practice as per Govt."s existing guideline	√			
7	**Faculty and Researcher Enablers**	**Continuous Professional and Pedagogical Development:**	• The college currently conducts limited professional and pedagogical development activities without a structured continuous improvement framework.	• The college plans to establish a systematic continuous professional and pedagogical development model through regular FDPs, training, and teaching–learning enhancement programs.			√	
8	**Cross-Functional Enablers**	**Leadership and Collaborative Opportunities**	• The college currently offers limited structured opportunities for leadership development and academic or industry collaborations	• The college plans to enhance leadership and collaborative opportunities through committees, training programs, and partnerships with academic, industry, and community organizations.			√	

Sl. No.		Current Status	Strategy (Goal/Target)	Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
9	Recognition and Reward Systems:	• The college currently has limited formal recognition and reward mechanisms for faculty, staff, and student achievements.	• The college plans to introduce structured recognition and reward systems to motivate excellence in Academics, research,.			√

b) Supportive-Facilitative Enablers:

Sl. No.	Type of Emotional Strength Enablers	Details of Emotional Strength Enablers & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium (5 yrs)	Long (10 yrs)
1	Institutional Values (Core Values)	A belief system of the institution which forms the foundation to guide the behaviour and decisions of all Stakeholders.	The College has incorporated such a system of core values	To update the system with latest inputs and challenges/opportunities		√	
2	Vision	A well-articulated and ambitious vision to encourage forward-thinking & planning for future opportunities rather than reacting to constraints.	The College has incorporated such a vision of moving forward.	To work keeping this vision in mind.	√		
3	Goal setting in every student	Encouraging students to set and work towards their goals by creating awareness about opportunities.	The College has been working in this field by organizing awareness programs from time to time.	To engage different cells like Career Counseling cell, Entrepreneur Development cell, Placement cell etc. in a clear cut focused direction.	√		
4	Mental Health	Ensuring students mental health, providing appropriate infrastructure and support	Through different forums and cells byway of counseling, this aspect is being looked into.	To have a dedicated cell to look into this aspect.		√	

| 5 | Legacy oft he system | Maintaining and continuing the institution's traditions, cultures, and legacy through programs and festivals | The College has been organizing such programs regularly to maintain these traditions. | To make aware of the extraditions by engaging students to organize programs on their own. | | √ | |

(F) Enablers for Networking and Collaborations:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2yrs)	Medium (5 yrs)	Long(10 yrs)
1	Strategic Collaborations	• MOUs with other institute for research, curriculum design etc. • Collaboration with local and urban local bodies and communities.	• To sign more MOUs with industries, Indian Institutes of National Importance (INIs), other institutes, and research bodies. • Collaboration with rural and urban local bodies in order to expand community-based programming. • To engage more thoroughly and effectively with the neighborhood through community radio, NSS cells, etc.	√		
		• To foster connections amongst alumni by holding alumni meets and alumni conclaves. • Involvement of alumni in teaching learning process.	• Boost alumni engagement by keeping them informed about the institute and each other, as well as by encouraging generosity and alumni involvement in fulfilling the goals of the institute. • Encourage, inspire, and organize the alumni to advance their knowledge and participation in volunteer work. • Introduce student-alumni mentorship programmes.	√		
		• MOU with industries for internship programmes	• To boost industry based internship and apprenticeship. • Industry partnership in the design of curriculum and content across the various curriculum. • Streng thenties between the academic and industry to provide more projects, training ,and part-time and full-time internship opportunities.	√		

2	Academic and Research Excellence	• Cooperation with o the educational institutions that have established core competencies irrelevant fields of study for joint curriculum development and research, etc. • Student and faculty exchange program	• Increase the number of student and faculty exchange programme to promote research environment in the institute. • More collaborative educational program for innovative outcomes.		√	
3	Community Engagement and service	• Rural outreach and Field work to raise awareness about the rural problems for the students and teachers. • Collaboration with government programs like Unnat Bharat Abhiyan for the above mentioned cause.	• To boost the Rural outreach and Field work program to raise awareness about the rural problems for the students and teachers. • Creating possibility for rural development internship. • Collaboration with national, and international NGOs to identify the key are as which is need to be developed in the neighborhood and promote		√	
4	Professional Development and Employment	• To establish network with local, national and international industries for training, workshop and job opportunities for students.	• To establish network with national and international industries for training, workshop and job opportunities for students. • Faculty based consultation must be encouraged as this makes the faculty up to date with the present industrial practices. • To boost the quantity of consulting partnerships. • To organize awareness program and workshops for professional development.		√	
5	Quality and Credibility	• By using best practices, the institute should raise the caliber of its services. • The quality and credibility of the institute can be assessed by its recognition by national accreditation bodies.	• Quality assurance frame work must be adopted by such agencies in order to raise internal standards and enhance learning outcomes.			√

Sl No	Type of Parameter	Current Status	Strategy	Short (2yrs)	Medium (5 yrs)	Long(10 yrs)
6	**Practical Exposure and Experience**	•	• Live projects for learning and earning opportunities for the students. • Allowing students to participate such hybrid learning models in addition to their regular curriculum. • Collaboration with industries which provides such opportunities. • Introduction of online classes which provides learning and earning opportunities.		√	
7	**Innovation and Entrepreneurship**	• The college has an Institute Innovation Council and an Entrepreneurship Development Cell, with limited structured activities and outcomes.	• The college plans to strengthen the Institute Innovation Council and Entrepreneurship Development Cell through regular innovation programs, start up mentoring, and industry collaborations. • Digitalis infrastructure for supporting startups • Ideation and network broads for startups			

(G) Physical Enablers:

Sl. No	Type of Parameter	Current Status	Strategy	Timeline to Fulfill		
				Short (2yrs)	Medium (5 yrs)	Long(10 yrs)
1	Smart Campus	• The campus has embraced the smart campus leverage technology to enhances the educational environment via digital infrastructure, e-governance, security system, etc.	• promote smart and sustainable campus • Continuous up gradation of smart facilities for teaching and learning • Enhanced administrative efficiency and resource management		√	

#	Facility	Existing	Proposed			
2	Green/ Sustainable building	• Involved in eco-friendly environmental impact though energy and water management and sustainable landscaping practices	• Promote Sustainable Land scaping Practices • Promote management of energy, water and waste • Promote healthy indoor environmental quality • Green Building Certification		√	
3	Infrastructure to commute	• Existence of designated signage, building sign and roadmaps • Designated facilities and services for specially-abled	• Continuously monitor and maintenance the effectiveness of the commuting infrastructure • Ensure the enhancement of the quantity of designated infrastructure and access for specially-abled • Promote Green Spaces and Landscaping for parking		√	
4	Administrative Block (Admission & Counseling Area)	• Presence of designated administrative block for admission and counseling activities	• Expand departmental resources to enhance quality and service		√	
5	Library/Digital resource center	• Upgraded the Central Library withlatest state-of-the-art integrated library management software and presence of adequate collection sand digital resources	• Expansion of central library space and collection • Promotion of digital and open access resources			√
6	Lecture Complex, Classrooms	• Various-sized classrooms, tutorial rooms, and conference rooms with seating configurations • ICT based teaching and learning facilities	• Expansion of numbers of classrooms and discussion rooms • Introduction of video recording facilities for tutoring			√

No.	Facility	Available	Proposed			
7	Examination branch	• Designated examination branch with strong room and security system	• Separate strong room for examination branch			√
8	Meeting and office rooms	• Conference halls/meeting rooms with modern equipped technologies	• Maximum seat capacity meeting rooms with smart display and sound proofing			√
9	Laboratories and Research Centers	• Adequate laboratory facilities	• Expansion and up gradation of laboratory resources • Separate research enter for teachers and students with computing facilities			√
10	Cafeteria/Dining Room/ Mess Facility	• Available cafeteria/dining room / mess facility	• Maintenance of health and hygiene • Adopt modern cooking apparatus promoting energy conservation			√
11	Games& Sports facility	• Available outdoor playground with, volleyball and badminton court	• Extension of sports resources		√	
12	Auditorium and conference rooms	• Two Auditorium • One smart conference halls	• Renovation of auditorium with modern sound proofing, screen and comfortable seating configuration			√
13	Parking	• Separate parking spaces	• Expansion of parking space with shade • Designated Parking space for female students			√
14	Guest Accommodation	• Guesthouse	• Construction of fully equipped and functional guest house			√
15	Health and well being	• Health and first Aid Room	• Extension of Health facilities			√
16	Student recreation facilities	• Boys" and Girls" common room for recreation along with Lyceum(eco-friendly open classroom)	• Upgradation of resources • Renovation of Boys and Girls" common room			√

17	Vocational Education, Training and Skilling infrastructure	• The college currently skill learning center	• Develop dedicated vocational and skilling infrastructure by establishing training centers, upgrading laboratories, and partnering with industry and skill development agencies.				√
18	Botanical Park/ Garden	• The college has a basic green area, but a structured botanical park or academic garden is yet to be developed.	• The college proposes to gradually develop a botanical park/gardento enhance ecological awareness, campus aesthetics, and experiential learning.				√
19	Incubation center and Research Park	• IIC	• Upgradation and functional Incubation center				√
20	International student center	• NIL	• Designated international student center				√
21	Commercial Shops/centers	• Nil	• Plans to construct Commercial shops for the college fraternity				√
22	Exhibition Hall	• The college presently utilizes multipurpose spaces for exhibitions and displays, without a dedicated exhibition hall.	• The college plans to establish a dedicated exhibition hall to showcase academic projects, innovations, researchoutcomes, and cultural activities.				√
23	Hostels	• One girls" hostel and one boys" hostel	• hostel building for both girls" and boys"				√
24	Computer Centre/ Multimedia Studios	• Adequate computer center facilities • E-resources corner for students in Central Library	• Expansion of Computer laboratory facilities.				√

| 25 | Facilities to Faculty and Staff | • Adequate numbers of chambers to accommodate faculty members
• Recreational facilities for faculties | • Separate chambers facilities for the faculties of all departments
• Residential facilities for faculty members | | | √ |

(H) Digital Enablers:

Sl. No.	Type of Digital Infrastructure	Details of digital infrastructure & its usage	Current Status	Strategy (Goal/Target)	Timeline to Fulfill		
					Short (2 yrs)	Medium(5 yrs)	Long (10 yrs)
1	Internet Usage	• Wifi-facilities • Broadband Connectivity	Adequate Facilities	• To provide more high speed service		√	
2	Website	A dynamic website for delivering all relevant information to the stockholders	A well maintained website has been providing the necessary information	• Adding more components for fast delivering information as well as maintaining database. • To develop facilities for web designing and maintenance		√	
3	E-resource corner	Development of study materials both in audio, video, and text form as per the curriculum and providing them to concerned students online as additional support to classroom teaching– learning process	Students Whatsaap Groups has been working as a medium for providing online study materials.	• To upgrade and strengthen this system. • To collaborate for start of MOOC and SWAYAM courses		√	
4	Paperless Office	Development of academic administrative software for an online office environment	An Office Management (ERP)Software is in place.	• To upgrade the software to make all official communication as paper-free		√	

5	Website based result announcement	Declaration of examination results in website for fast and long distance reachability		To incorporate this feature in all Internal Examinations'' result declarations.	√		
6	Plagiarism software facility	A software facility available to every stakeholder to check plagiarism content in the documents		To adopt a plagiarism software to the help of all stakeholders in research and academic writings		√	
7	Social Media based promotions	Use of social media for academic and administrative promotions	The College and various departments have Facebook pages, X handles etc.	To create brand-building using the services of renowned personalities	√		
8	Learning Management System(LMS)	Useful-learning software to streamline the teaching and learning process more effective		• To make use of such a software for Teaching-Learning process • To make aware and create opportunitiesfor training/skill development of faculties.		√	
9	Smart Boards	Use of Interactive Digital Board for better teaching experiences	The College has been using such boards.	To install such boards in each of the departments		√	
10	Digital Library	Digital library for easy access to books, periodicals, study materials online	The College, being a member of National Digital Library (NDL) has been a part of this exercise.	To upgrade the preservation process of own cultural heritage and manuscript		√	
11	Online Evaluation	Automated & digitized online evaluation system eliminates the was tage of time of evaluations & speeds up the evaluation process.	Working through ERP Software	Up gradation of Learning Management Software		√	

12	Online digital magazine &student publication	Online digital magazine &student publication for distant reach	• The college currently does not have a structured online digital magazine or student publication platform for wider outreach.	• The college plans to launch an online digital magazine and student publication platform to showcase academic, creative, and research Activities to a wider audience.			√

7. Strategic Action Plan for Ten Years:

I. Academic Plan
- The institute will initiate to introduce PG courses in all subjects
- To achieve Autonomous College status
- Increase the number of Add-on courses
- To work on industry linked/internship/apprenticeship programs
- To introduce industry-linked courses
- More emphasis on enrollment of faculties in Ph.D.
- Introduce certificate and skill-based courses
- Introduction of video recording facilities for tutoring
- Working for boosting alumni engagement in teaching-learning process
- To collaborate for start of MOOC and SWAYAM courses
- To make use of such a Teaching Learning Software(LMS)for Teaching-Learning process
- To install Smart Boards in each of the departments
- To adopt plagiarism software to the help of all stakeholders in research and academic writings
- Outcome-based education (OBE) implementation in all programs.

II. Research and Development
- Fostering Research Culture
- Incentivize faculty members for quality research
- Support for targeted and collaborative research and publication
- Academic support for file patent
- Discipline wise project monitoring cell for guidance students project
- Emphas is on receiving research funds from different government bodies
- To sign more MOUs with industries and other institutes and research bodies

Ref. No. SRPCE/

Date: - / /20

I. Skill Training and Employability

- To promote and motivate for leadership qualities through workshops and personality development trainings
- To conduct mor enumber of placement drive
- To conduct workshops for skill development

II. Student Support and Progression

- Amodel question repository f or thev arious examinations
- To organize Psychological counseling programs regularly

III. Faculty Development Programms

- Conduct more training sessions for skill enhancement of the staff
- To increase the frequency of organizing Professional Development Programms
- To have adedicatedce lto look into mental health of the students

IV. Physical Infrastructure

- Expansion of parking space with shade
- Renovation of Boy and Girl common room
- Renovation and extension of UG Classroom, digital classroom and library
- Up gradation and functional Incubation center
- Renovationofauditoriumandlanguagelabwithmodernsoundproofing,screen and comfortable seating configuration
- Construction of fully equipped and functional guest house
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- Expansion of numbers of classrooms and discussion rooms
- Separate strong room for examination branch
- Extension of sports resources

V. Governance and IT Infrastructure:

- External advisory boards will to be constituted
- To develop facilities for web designing and maintenance

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