

Shri.Brijlal Biyani Shiksha Samiti' Amrvati's



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Brijlal Biyani Science College,Amravati



INSTITUTIONAL DEVELOPMENT PLAN

IDP: 2024-29

**Vision-
2030**

Preface

It is with immense pride and a deep sense of responsibility that we all the members of drafting committee of Institutional Development Plan (IDP) present the Institutional Development Plan (Vision-2030) for the years 2024-2029. The task of crafting this IDP, as entrusted to us by the Hon. Principal, is both an honor and a commitment that we have taken with the utmost seriousness.

The preparation of this IDP has been a collaborative effort, driven by the commitment and dedication of the esteemed members of our committee, Dr.N.H.Shahare – Convener , Dr. K.B. Sangve -Member Dr. N.J.Honrao -Member Dr. P.R. Agrawal-Member and Dr. S.S.Kuthe-Member. We embarked on this journey with a shared vision to ensure that our institution remains aligned with the highest standards of academic excellence, guided by the principles outlined in the UGC guidelines and NAAC criteria. Our aim is not just to meet the requirements but to exceed them, positioning our institution as a beacon of educational quality.

The IDP is designed to chart a clear roadmap for our institution's growth and development over the next five years. It covers a wide array of aspects, including academic programs, research, infrastructure, governance, and community engagement, among others. We have striven to align our objectives with the long-term vision of our institution and its commitment to nurturing students and promoting holistic development.

Our institution's future is bright, and this IDP is our compass to guide us toward that brighter horizon.

October14th, 2023

Dr. N. H. Shahare

Convener

Dr. K.B. Sangve -Member

Dr. N.J.Honrao - Member

Dr. P.R. Agrawal-Member

Dr. S.S.Kuthe - Member.

Brijlal Biyani Science College, Amravati.

Vision-2030

And

Institution Development Plan

2024-2029

About IDP –

Brijlal Biyani Science College, located in Amravati, stands as a prominent educational establishment in the Vidarbha region of Maharashtra, India. It is managed by the Shri. Brijlal Biyani Siksha Samiti, Amravati. Having celebrated its golden jubilee in 2022, the institution is embarking on a forward-looking journey, aligning with the tenets of the New Education Policy - 2020. Its inception, focused on undergraduate studies in the realm of science, has since expanded to encompass postgraduate and doctoral programs in science. Furthermore, the institution has branched out to encompass Commerce and Management disciplines, and is now poised to explore innovative avenues across various multidisciplinary domains.

To ensure an unwavering pursuit of excellence, the college recognizes the need for a strategic roadmap. This roadmap, referred to as the Institutional Development Plan (IDP), will guide the college's evolution towards the year 2030, where it envisions a renewed version of eminence.

The IDP consists of two main components: Vision Document 2030 and the Institution Development Plan itself. Referred to as Vision-2030, the Vision Document outlines the goals, while the IDP elaborates on the strategies to achieve these objectives. These documents are rooted in the principles of the New Education Policy and the AQAR guidelines from NAAC. The development of the IDP aligns with the UGC's draft guidelines for IDPs.

Vision 2030

As per National Education Policy -2020(NEP-2020),higher education plays an extremely important role in promoting human as well as societal well-being and in developing India as envisioned in its Constitution - a democratic, just, socially-conscious, cultured, and humane nation upholding liberty, equality, fraternity, and justice for all. A quality higher education must enable personal accomplishment and enlightenment, constructive public engagement, and productive contribution to the society. It must prepare students for more meaningful and satisfying lives and work roles and enable economic independence. NEP-2020 enlighten the major thrust areas in its vision itself such as –

- Multidisciplinary education institutes
- Higher education in local Indian languages
- Restructuring of curriculum, pedagogy, assessment, and student support for enhanced student experiences.
- Reaffirming the integrity of faculty and institutional leadership positions through merit-appointments and career progression based on teaching, research, and service
- Establishment of a National Research Foundation to fund outstanding peer-reviewed research and to actively seed research in universities and colleges;
- Governance of HEIs by high qualified independent boards having academic and administrative autonomy

To cope with NEP-2020 we as the higher education institute accomplishing our own vision document which will be termed as **Vision-2030**. The document focuses in the following major areas.

A. Physical Infrastructure

B. Digital Infrastructure

C. Academic Infrastructure

D. Infrastructure for Research and Innovation

E. Infrastructure for Social responsibility and Extension

F. Infrastructure for student support and progression

G. Governance Infrastructure

H. Infrastructure for Institutional values and best practices

In the above thrust areas institute will work with following **vision** and these goals will be completed within prescribed time period and by following concrete steps as given in main document of Institution Development Plan.

A. Physical Infrastructure

- Creation of smart campus
- Green campus and sustainable building
- Separate administrative block (admission and counseling area)
- Library as digital knowledge centre
- Separate parking space for students and staff with proper flooring and roofing.
- Adequate lecture room and laboratories to cope up with incremental student strength in the preview of multidisciplinary educational institute.
- Adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, part-time faculty members, research scholars, etc. (Basic Requirements).
- Modern laboratories with advanced research centers in a wide variety of scientific and technological fields.
- Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements)
- One auditorium of sufficient size and or conference rooms of various capacities (Basic Requirements)
- Boys hotel with minimum capacity of 100.
- Development of infrastructure for incubation centre and research park
- Up gradation in botanical garden and aesthetic campus look.
- Develop Divyang friendly facilities

B. Digital Infrastructure

- Wi-fi campus with updated band frequency
- Updated website with addition of new features
- Upgraded version of college app – *Biyani Katta*.
- Development of online study materials and uploaded on relevant media.
- Creation of virtual labs.
- Moving towards paperless office and paperless examinations.
- Blended teaching, learning and evaluation system.
- Plagiarism software facility
- Digitalization of old official documents and service related files of staff.
- Adopting present technologies in automating the services to students (A.I.)

C. Academic Infrastructure

- Initiate new programs and courses catering to professional/future requirements with multidisciplinary approach.
- Develop curriculum for add on / certificate/ value added programs other than university
- Develop student motivation mechanism for enrollment in online MOOC programs like SWAYAM , NPTEL etc.
- Inclusion of Internship /apprenticeship cell under placement/ student development cell.
- Achieving student- teacher ratio by appointment of full time highly qualified teachers as per govt. sanction posts.
- Adopting innovative pedagogies.
- Adaptation of Continuous assessment system
- Continuation of practices like Mentor mentee scheme under academic committee, academic audit at the end of each term.
- Creation of opportunities for holistic development of students including sports, yoga, music, linguistic and cultural facilities.
- Establishing Centre of coaching for Indian and foreign languages.
- Encourage the faculties to participate in curriculum design and development, evaluation mechanism of college and university.
- To strengthen feedback mechanism of all stakeholders.

D. Infrastructure for Research and Intellectual Property

- Enrichment Ecosystem for Research and innovation.
- Raising of funding for research proposals from CSR/ Alumni / Industry and Philanthropy.
- Encourage faculty members through incentives to bid for government & industry funded research projects.
- Motivate faculties to apply for recognition as PhD supervisors as and when they qualify criteria.
- Organize and support workshops/seminars/conferences on Research methodology IPR and entrepreneurship.
- Encourage teachers and students to participate in research and innovation.
- Encourage researchers to publish their research papers in high impact factor journals included in UGC- CARE listed.
- Encourage researchers for innovative projects and filing patents.

- Encourage teachers to publish books or chapters in National or International publication.
- Collaborate with other educational institutes, research institutes and industries for research, innovation and entrepreneurship development, faculty exchange, student exchange and internship, etc.
- Central Instrumentation centre (CIC) for optimum utilization of research facilities.
- Enhance MoU and Linkages
- Encourage faculty for collaboration with industry and research institutes.
- Establishment of incubation centre to promote entrepreneurship and startups.
- Organization of EDP sponsored by Alumni Association.

E. Infrastructure for Social Responsibility and Extension

- Establishment of various student clubs and societies to conduct extension activities other than NSS and NCC.
- Propagation of different govt. schemes declared by state and central government through different forums such as NSS NCC and Student clubs and societies.
- Conduction of extension activities by individual departments.
- Adoption of a village by NSS for complete session to perform various social awareness programs and outcomes based activities.

F. Infrastructure for student support and progression

- Foster awareness regarding freeships and scholarship.
- Develop and offer Short term courses and special programs for activities like Soft skills, Language and communication skills, Life skills (Yoga, physical fitness health and hygiene) and ICT/computing skills.
- Strengthening of coaching centre for competitive exams.
- Establishment of coaching classes for P.G. students for NET/SET exam preparation.
- Incentives to medal/award winner students in University/state /national/level in the sports and cultural events.
- Organization of college, / inter-college /university level events on cultural, research innovations and sports.
- Incremental alumni association contribution for the welfare of students.
- Increasing involvement of alumni in promoting institutional brand, providing mentoring, facilitating internships, career guidance, job placement etc.
- Enhancement of mechanism for timely redress of student grievances including sexual harassment and ragging cases.
- Encourage students' representation and engagement in various administrative, co-curricular and extracurricular activities.
- Enhance the working of Placement Cell.

- Enhance ecosystem for students aspiring for higher education.

G. Governance infrastructure

- Effective governance by defining roles, responsibilities and accountability of chairman / coordinator/ members of various governing bodies.
- Involvement of students and alumni as major stakeholder in decision making.
- Measurable quality parameters with assurance.
- Effective IQAC in reference to enhancing quality.
- Enhancement of effective e-Governance
- Welfare measures for nonteaching and teaching staff (such as group insurance, health insurance, staff tours etc.)
- Financial support to teachers to attend conference / workshop/ membership and exemption of fees of research lab for teachers of own institutes.
- Organization of Professional development or faculty development programs for teaching and non teaching staff.
- IQAC to function adhering to NAAC AQAR Matrix no.6.5
- IQAC to take measures to participate in NIRF ranking process.

H. Infrastructure for Institutional values and best practices

- Sensitization of students and staff on issues of gender equality by conducting workshops, speech of eminent persons, and activities by concern societies and clubs in college.
- Installation and use of alternate nonconventional energy sources such as solar, biogas, wheeling to the grid and conserve electrical energy by using Sensor-based equipments, use of LED bulbs and power efficient equipment.
- Development of facilities for the waste management of degradable and non-degradable waste
- Construction of Mechanism for water conservation.
- Initiatives for green and clean campus .
powered vehicles, ban on use of plastic in campus.
- Energy and Green audit .
- Activities/events/cultural activities to provide inclusive environment .
- Organization of Programs/ activities to sensitize students and staff for constitutional obligations, values, duties and responsibilities of citizens.
- Constant monitoring of adherence to the Code of Conduct

Brijlal Biyani Science College, Amravati

Institutional Development Plan

Quality Enhancement Initiative

2024-2029

A. Physical Infrastructure

Sr. No.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
A1	Creation of Smart campus	1. Smart sensors for technology for operational efficiency. 2. Campus wireless connectivity. 3.Students friendly automation in administration	S1		S1		S2		S3		S3	
A 2	Green Campus and Sustainable building	1.Rain water harvesting Units 2.Waste water recycling 3.Solid Waste management 4. Recharge points for e-vehicles	S1		S2 S4		S3		S1		S3	
A3	Additional Administrative block	Additional Administrative Space to be provided.	2024-2029									
A4	Library as a digital knowledge centre	Various steps to transform library as digital knowledge centre- 1.subscription of e-journals 2. Connect to digital resources from India and World 3.Collection of e-books	S1-4 S2-1 S3-10		S1-4 S2-1 S3-10		S1-4 S2-1 S3-10		S1-4 S2-1 S-10			

		Automation in issuing books Responsibility- Librarian										
A5	Separate parking space for students and staff with proper flooring and roofing.	1.Parking for Staff And 2.Parking for Students furnished with proper roofing and flooring	S1		S2							
A6	Adequate lecture room and laboratories to cope up with incremental student strength in the preview of multidisciplinary educational institute.	Lecture rooms and laboratories constructed as per requirements	2024-2029									
A7	Adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, part-time faculty members, research scholars, etc. (Basic Requirements).	Adequate number of well-equipped faculty chambers to accommodate all permanent faculty members, part-time faculty members, research scholars, etc. (Basic Requirements) allotted	2024-2029									
A8	Modern laboratories with advanced research centers in a wide variety of scientific and technological fields	Laboratories equipped by new advance equipments as per requirements	2024-2029									
A9	Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements)	Construction of Playground and indoor Stadium of sufficient size to accommodate variety of games.(Basic Requirements)	2024-2029									
A10	One auditorium of sufficient size and or conference rooms of various capacities	Construction of 1 auditorium of 500capacity and / or conference rooms of various capacities.	2024-2019									

A11	Boys hotel with minimum capacity of 100.	Construction of Boys hotel with minimum capacity of 100	2024-2029						
A12	Development of infrastructure for incubation centre and research park	Develop Incubation centre For startup			Purchasing of basic infrastructure for incubation centre			Working of Incubation centre	
A13	Up gradation in botanical garden and aesthetic campus look.	Up gradation and maintains of campus aesthetic look and botanical garden	2024-2029						
A14	Develop Divyang friendly facilities	Develop Divyang friendly facilities. (Special Lavatory)	2024-25						

B.Digital Infrastructure

Sr. No.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
B1	Wi-fi campus with updated band frequency	Update Band width as and when required	2024-2029									
B2	Updated website with additional new features	1.Website to be updated every year 2.Reports of Activities uploaded by full-fledged one operator who will work under In-chargeship of Coordinator Digital initiatives Preferably a person from department of computer science Responsibility-Coordinator	Assignments Of Coordinator Digital Initiatives And Operator for monthly uploading of reports on websites		Website upgraded Reports uploaded Monthly		Website upgraded Reports uploaded Monthly		Website upgraded Reports uploaded Monthly		Website upgraded Reports uploaded Monthly	

		Digital initiatives										
B3	Upgraded version of <i>Biyani Katta</i>	College app is to be upgraded as per demand	2024-2029									
B4	Online study material development	Online study material to be developed and uploaded on relevant media	2024-2029									
B5	Creation of virtual labs.	Virtual labs to be created by Each department	Botany, Physics Zoology Elect.		Chemistry Maths Biotech		Statistics					
B6	Moving towards paperless office and paperless Examination	1.Paperless admission process 2. Paperless Examination (college) Responsibility- 1.Admission committee 2.Examination In-charge	2024-2029									
B7	Blended teaching ,learning and evaluation	Online teaching learning evaluation process to be implemented(10%) along with	2024-2029									

		offline	
B8	Plagiarism software facility	Plagiarism software facility to be given to research students (Responsibility-Liberian)	2024-2029
B9	Digitalization of old official documents and service related files of staff.	Administrative office to take initiatives for digitalization of old official documents and service related files of staff Responsibility-Superintendent	2024-2029
B10	Adopting of present automated techniques	Updated technology	2024-2029

C.Academic Infrastructure

Sr. No.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
C1	Initiate new programs and courses catering to professional/future requirements with multidisciplinary approach.	1 Constitute Board of Multidisciplinary studies in College 2.New programs/courses with multidisciplinary approach prepared By BoMS Responsibility-Board of Multidisciplinary Studies (College committee)	02		. 02		02		02		02	

C2	Develop curriculum for add on / certificate/ value added programs other than university. (Number of Add on /Certificate/Value added programs offered and online MOOC programs like SWAYAM, NPTEL etc. where the students of the institution have benefitted during the last five years> 25)	1. Add on certificate courses prepared by departments and approved by university 2. Offer specialized certificate programs.	Botany -2 Chemistry-2 Commerce-2 Physics -2		Electronics -2 Zoology-2 Computer science -2 Maths-2		Maths-1 Stat-1 Maths-1 Physics -1 Commerce-1		Biotech.-1 Chemistry-1 Botany-1 Maths-1 Stat-1		Electronics -1 Zoology -1 Computer science -1	
C3	Develop student motivation mechanism for enrollment in online MOOC programs like SWAYAM , NPTEL etc. (% of students enrolled in Certificate/ Add-on/Value added programs and also completed online MOOC programs like SWAYAM, NPTEL etc. as against the total number of students>=50%)	1. Professor In charge –MOOC programs 2. Organize awareness sessions on MOOC platforms. 3. Provide incentives or recognition for completing online courses. 4. Integrate MOOC credits into the regular curriculum. 5. Registration of students	S1 S2-1 S3 S5-300		S2 S3 S5-300		S2 S3 S5-300		S2 S3 S5-300		S2 S3 S5-300	

		Responsibility- Professor In charge – MOOC										
C4	Inclusion of Internship /apprenticeship cell under placement/ student development cell. (% of students undertaking project work/field work/ internships >=35%)	1. Set up a dedicated cell within the Placement/Student Development department to facilitate internships. 2. Forge partnerships with local industries and organizations for internship opportunities. 3. Provide students with resources and workshops on preparing for internships and apprenticeships.	S1	2025-2029 S2,S3,								
C5	Achieving student- teacher ratio by appointment of full time highly qualified teachers as per govt. sanction posts.	1. Recruit qualified teachers for vacant positions as per	2024-2029									

	< 20:1	Government/ Management sanctioned posts.										
C6	Adopting innovative pedagogies.	1. Promote the use of technology and blended learning methods. 2. Establish a Pedagogy Innovation Center to support faculty in experimenting with new teaching methods. 3. You-tube video uploaded , ppt sharing on Google classrooms or biyani katta Responsiblity- Coordinator – Digital Initiatives	S3-10		S3-10		S3-10		S3-10		S3-10	

C7	Adaptation of Continuous assessment system	1. Implement a continuous assessment system which includes quizzes, Unit test projects, and presentations. 2. Monitor and ensure the effective implementation of continuous assessment throughout the institution. Responsibility- IQAC	2024-2029
C8	Continuation of practices like Mentor mentee scheme under academic committee, academic audit at the end of each term.	1. Maintain the Mentor-Mentee scheme. 2. Conduct regular academic audits. 3. Gather feedback from students and faculty on these practices. 4. Use feedback to make	2024-2029

		improvements.	
C9	Creation of opportunities for holistic development of students including sports, yoga, music, linguistic and cultural facilities.	1. Create dedicated facilities for sports, yoga, music, and cultural activities. 2. Organize extracurricular events and competitions. 3. Promote a culture of physical and mental well-being. 4. Organize annual cultural and sports events to showcase talent. 5. Offer scholarships for outstanding performers in non-academic areas. Responsibility- Director - Physical education	2024-2029

C10	Establishing Centre of coaching for Indian and foreign languages.	1. Set up language coaching centers for Indian and foreign languages. 2. Offer Certification programs 3. Collaborate with institutes Responsibility- Language department	2024-2029	
C11	Encourage the faculties to participate in curriculum design and development, evaluation mechanism of college and university.	1. Organize regular workshops and seminars where faculty can contribute to curriculum discussions. 2. Recognize and reward faculty contributions.	2024-2029	
C12	To strengthen feedback mechanism of all stakeholders.	1. Establish a comprehensive feedback system for stakeholders, which 1 Collect		

		2.Analyse 3.Take action 4.post on website (Stakeholders- students, teachers ,alumni employer) Responsibility- Coordinator-IQAC and Academic In- charge	2024-2029	
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D. Infrastructure for Research and Intellectual Property

Sr. No.	Objectives	Strategy	2024-25 Benchmark		2025-26 Benchmark		2026-27 Benchmark		2027-28 Benchmark		2028-29 Benchmark	
			T	A	T	A	T	A	T	A	T	A
D1	Submission of Research proposals to different govt. and non-govt. funding agencies.(As well funds will be raised from CSR/ Alumni / Industry and Philanthropy) (>=15Lakhs)	Research proposals to be submitted to funding agencies as mentioned in the objectives. CRDC under chairmanship of principal will scrutinize proposals.	5		5		5		5		5	
D 2	Organize workshops/seminars/conferences on Research methodology IPR and entrepreneurship. (>=40)	Each Department to be conduct workshops/seminars/conferences on Research methodology IPR and entrepreneurship (one per year)	10		10		10		10		10	
D3	Encourage researchers to publish their research papers in high impact factor journals included in UGC- CARE listed. (>=10)	Each Teacher to be published Research paper in UGC-CARE listed journals	3		3		3		3		3	
D4	Encourage teachers to	Each teacher to be published	2		2		2		2		2	

	publish books or chapters in national or international publication. (>=10)	Chapters in Books or published papers in conference proceedings										
D5	MoU and Collaboration with other educational institutes, research institutes and industries for research, innovation and entrepreneurship development, faculty exchange, student exchange and internship, etc. (>=20)	Each department create MoU with other educational institutes, research institutes and industries to collaborate for faculty exchange, student exchange, Internship, field Projects, on the job training research and other academic activities.	1	1	1	1	1	1	1			
D6	Central Instrumentation centre for optimum utilization of research facilities.	To purchase instruments for Central Instrumentation Centre (major and minor) Responsibility-CRDC	2+4	2+5	2+6	2+7	2+8					
D7	Establishment of incubation centre to promote entrepreneurship and startups.	To select an area like-sensor technology, herbal technology etc.to estab. I.C.	2024-2029									

E.Infrastructure for Social Responsibility and Extension

Sr. No.	Objective	Strategy	2024-25 Benchmark		2025-26 Benchmark		2026-27 Benchmark		2027-28 Benchmark		2028-29 Benchmark	
			T	A	T	A	T	A	T	A	T	A
E1	Conduction of extension and outreach activities by NSS/NCC , Societies, Clubs and departments (>=40)	. Programs such as Swachha Bharat ,AIDS awareness ,Gender equality, and other social awareness programs, extension activities and outreach activities will be conducted by NSS/NCC , Societies, Clubs and departments	25		25		25		25		25	
E2	Muktagan activities	Coaching to students from slum area every Sunday by college students and conducting activities	Teaching + 4 activities		Teaching + 4 activities		Teaching + 4 activities		Teaching + 4 activities		Teaching + 4 activities	
E3	Adoption of a village by NSS for complete session to perform various social	To perform various social awareness programs and outcomes based activities other than camp.	4		4		4		4		4	

	awareness.											
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F.Infrastructure for Students Support and Progression

Sr. N o.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
F1	Foster awareness regarding freeships and scholarship (% of students benefitted by scholarship and freeship >=70%)	1.Conduct workshop and seminars for students on freeships and scholarship 2.Creat online portal for scholarship information 3.Develops brochures and posters to promote opportunities 4.Increase no.of institutional scholarship 5. Collaborate with local business for scholarship sponsorships.	S1-1 S2-1 S3-1 S4-20 S5- 5		S1-1 S2-1 S3-1 S4-20 S5- 5		S1-1 S2-1 S3-1 S4-20 S5- 5		S1-1 S2-1 S3-1 S4-20 S5- 5		S1-1 S2-1 S3-1 S420 S5- 5	

		6. Exemption of about 200/- to 500/- from tuition fees of economically weaker students. Responsibility – Professor In-charge Student welfare										
F 2	Develop and offer short term courses and special capacity building programs	1. Arranging soft skill developing short term courses –by Management department 2.Specialcourses//program ms for communication in English and Marathi –by Language departments 3.Regular Yoga, physical fitness health and hygiene classes by –Physical education department 4. Courses of computing and ICT literacy by department of Computer science	2024-2029 Responsibility- S1.Department of Management / student development cell S2.Department of Languages S3. Physical Education S4-Department of Computer science									
F3	Strengthen Coaching centre for competitive exams. (>=40% total students benefitted by guidance of coaching classes and career counseling)	1. Regular Coaching Classes for Competitive exams (minimum for three months) 2. Practice Test and mock test. 3. Purchasing books for	2024-25	2025-26	2026-27	2027-28	2028-29					
			T	A	T	A	T	A	T	A	T	A
			S1-90 days		S1-90 days		S1-90 days		S1-90 days		S1-90 days	
			S2-5		S2-5		S2-5		S2-5		S2-5	
			S3-20		S3-20		S3-20		S3-20		S3-20	

		competitive examinations 4.Career counseling cell to arrange workshops on career counseling Responsibility Coaching classes for Entry in Services Career counseling centre	S4-4		S4-4		S4-4		S4-4		S4-4	
F4	Establish Coaching classes for P.G. Students for NET/SET Exams.	Each PG department to conduct coaching for PG students for NET/SET exams. Special budget Rs-20,000/- Each department	Bot. Chem. Math. Elect. Co.Sci		Bot. Chem. Math. Elect. Co.Sci		Bot. Chem. Math. Elect. Co.Sci		Bot. Chem. Math. Elect. Co.Sci		Bot. Chem. Math. Elect. Co.Sci	
F5	Incentives to medal/ award winner students in sports and culture	Create rewards system for medal /award winner Publicize achievements on main display of notice board Felicitation of winner in annual social gathering or 15 th august or 25 th Jan.	2024-2029 Responsibility- Director physical education									
F6	To organize or participate in college university level events	No. of events in which students to be participated in College/University level (Sports tournaments and cultural events) Responsibility- Physical Education department and	40		40		40		40		40	

		In-charges of all cultural events in college										
F7	Incremental Alumni Association contribution	1.Create specific policy to increases alumni contribution 2. Philanthropic contribution from alumni. 4.Addition of new alumni as member 5.Total amount to be collected from new alumni Incharge-Professor Alumni association	S4-100 S5-1lac		S4-100 S5-1lac		S4-100 S5-1lac		S4-100 S5-1lac		S4-100 S5-1lac	
F8	Increase alumni involvement in promoting the institution	1.Seminar /workshop/ guest lecture of prominent alumni 2. Arranging internship and job placements in association with alumni. In-charge - Professor Alumni association in collaboration with departments	S1-1 S2-2		S1-2 S2-2		S1-2 S2-2		S1-2 S2-2		S1-2 S2-2	
F9	Enhance mechanism for grievance redressal	1. Student grievance cell meeting 2. Anti ragging / ICC	S1-4 S2-2		S1-4 S2-2		S1-4 S2-2		S1-4 S2-2		S1-4 S2-2	
F10	Encourage student representation	Involvement of students representative on different	10		10		10		10		10	

	and engagement	committees										
F1 1	Enhance working of placement cell (>60% placement and progression)	1.Appointment of placement officer 2.To arrange campus placement drive 3.To arrange seminar for students preparedness. Responsibility-Placement Cell	S1-1 S2-4 S3-2		S2-4 S3-2		S2-4 S3-2		S2-4 S3-2		S2-4 S3-2	
F1 2	Enhance the ecosystem for students aspiring for higher education	Guidance through seminar workshop, Collaboration with Universities Responsibility-Career Counseling Cell	4		4		4		4		4	

G. Governance Infrastructure

Sr. No.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
G1	Effective governance by defining roles and responsibilities and accountability of chairman / coordinator/ members of various governing bodies.	1. Develop a clear organizational structure with well-defined roles and responsibilities for chairman, coordinator, and governing body members. 2. Establish a system for regular review and accountability of governing	2024-2029									

		body members' performance. Responsibility-Principal										
G 2	Involvement of students and alumni in decision making	1. Students and alumni representation on decision-making committees. Like –IQAC,CDC etc. 2. Conduct regular feedback sessions and surveys to gather input from students and alumni on key institutional decisions.	S1-2		S1-2		S1-2		S1-2		S1-2	
			S2-1 for each		S2-1 for each		S2-1 for each		S2-1 for each		S2-1 for each	
G3	Measurable quality parameters with assurance	1. Define and establish measurable quality parameters for various aspects of the institution, such as teaching, research, and infrastructure 2. Implement a system for continuous monitoring and assessment of these parameters to ensure quality assurance. Responsibility-Principal	2024-29									
G4	Effective IQAC in reference to enhancing quality	1. Development and application of quality benchmark. 2.Setting parameters for various	2024-2029									

		academic and administrative activities of the institution 3 Organization of intra- and inter-institutional workshops and seminars on quality- related themes and promotion of quality circles 4 Acting as a nodal agency of the institution for coordinating quality-related activities, including adoption and dissemination of the best practices; 4. It is advisable to change the Coordinator every two/three years to usher in new thoughts and activities in the institution (As per AQAR guidelines) Responsibility -Principal /IQAC coordinator)	
G5	Enhancement of effective e-Governance	1. Continuously update and upgrade the institution's IT systems and platforms to keep pace with technological advancements 2. Encourage the digitalization of documents and records. 3. Implement electronic signatures and document management tools to reduce paper usage and	2024-2029

		facilitate efficient document retrieval										
G6	Welfare measures for teaching and non-teaching staff	1. Establish comprehensive welfare programs, including group insurance, health insurance, and staff tours, for both teaching and non-teaching staff. 2. Establish a staff welfare committee to address specific concerns and needs raised by both teaching and non-teaching staff.	Group insurance for nonteaching (nongrant) Health insurance for nongrant staff		Group insurance for teaching (nongrant) Health insurance for nongrant staff		Group insurance for teaching (grant) Health insurance for grant staff		Group insurance for teaching (grant) Health insurance for grant staff			
			Staff tour Teaching -1 Nonteaching-1		Staff tour Teaching -1 Nonteaching-1		Staff tour Teaching -1 Non teaching-1		Staff tour Teaching -1 Non teaching			
G7	Financial support for teachers' professional development (% of teachers provided with financial support to attend conferences/workshops>=50%)	1. Allocate funds to support teachers' attendance at conferences, workshops, and memberships related to their fields. 2. Offer exemptions from research lab fees for teachers within the institute to encourage research and innovation.	S1-20,000		S1-20,000		S1-30,000		S1-40,000		S1-50,000	

		3. Create a transparent application process for teachers to request financial support for professional development activities. Responsibility-Principal										
G8	Professional development programs for staff (% of teaching and non-teaching staff participating in FDP>=50%)	1. Motivation to teachers for attending FDP outside institute or other university 2. Plan and organize regular professional development programs for teaching and non-teaching staff.	S2-02		S2-2		S2-2		S2-2		S2-2	
G9	IQAC adherence to NAAC AQAR Matrix No. 6.5	1. Develop a clear roadmap and guidelines for IQAC to follow the specific criteria outlined in NAAC AQAR Matrix No. 6.5. 2. Ensure that IQAC members are trained and updated on the latest NAAC criteria and assessment methodologies	2024-2029									
G10	Participation in NIRF ranking process	1. Establish a dedicated team or committee responsible for preparing and submitting data required for NIRF ranking under IQAC	2024-2029									

		2. Implement strategies to improve the institution's performance in areas that impact NIRF rankings.		
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H.Infrastructure for Institutional values and Best Practices

Sr. No.	Objective	Strategy	Benchmark 2024-25		Benchmark 2025-26		Benchmark 2026-27		Benchmark 2027-28		Benchmark 2028-29	
			T	A	T	A	T	A	T	A	T	A
H1	Sensitization of students and staff on issues of gender equality by conducting workshops, speech of eminent persons, and activities by concern societies and clubs in college.	1. Conduct regular workshops and seminars on gender equality and inclusivity. 2. Invite eminent personalities to deliver speeches on gender-related topics. 3. Develop and implement a gender-sensitive policy framework. 4. Promote gender-sensitive courses.	S1-2 S2-1 S4-1		S1-2 S2-1 S4-1		S1-2 S2-1		S1-2 S2-1		S1-2 S2-1	
H2	Installation and use of alternate nonconventional energy sources such as solar, biogas, wheeling to the grid and conserve electrical energy by using Sensor-based equipments, use of LED bulbs and power efficient equipment.	1. Install more number of solar panels on campus. 2. Replace traditional lighting with LED bulbs and use energy-efficient equipment. 3. Conduct energy audits to identify areas for	LED bulb instalation Energy audit Implemtat ion of suggestio n of EA		Solar panels Energy audit Implemta tion of suggestio n of EA		LED bulb Energy audit Implemt ation of suggest		LED bulb Energy audit Implemt ation of suggesti on of EA		LED bulb Energy audit Implemt ation of suggesti on of EA	

		improvement.					ion of EA					
H3	Development of facilities for the waste management of degradable and non-degradable waste	1. Establish recycling centers for both degradable and non-degradable waste. 2. Implement a waste segregation and disposal policy. 3. Promote composting and reuse of waste materials on campus.	2024-2029									
H4	Construction of Mechanism for water conservation	1. Install rainwater harvesting systems. 2. Promote water-saving practices among students, staff and Women's Hostel. 3. Automatic alarm system to prevent overflow of water in garden etc.	Rain water harvesting		Alarm to prevent overflow of water			Rain water harvesting				
H5	Initiatives for green and clean campus .	1. Green Campus Committee 2. Promote e-vehicles for students 3. Implement a plastic ban policy on campus.	2024-2029									

		4. Foster a culture of cleanliness and environmental responsibility.									
H6	Energy and Green audit	1. Regularly assess and evaluate energy consumption and environmental impact. 2. Regular Energy and green Audit through external auditor.	2024-2029								
H7	Activities/events/cultural activities to provide inclusive environment	1. Organize diverse cultural and inclusive events. 2. Promote participation of students from all backgrounds in activities.	2024-2029								
H8	Organization of Programs/ activities to sensitize students and staff for constitutional obligations, values, duties and responsibilities of citizens	1. Conduct programs and workshops on constitutional values and duties. 2. Develop informative displays and exhibits on key constitutional principles and historical milestones. 3. Place constitutional quotations and excerpts in prominent locations around the campus.	2024-2029								

		4. Incorporate constitutional themes in the design of campus decorations during relevant events and celebrations.	
H9	Constant monitoring of adherence to the Code of Conduct	1. Establish a code of conduct committee. 2. Maintain an updated section on the institution's website dedicated to the Code of Conduct, including the full text, FAQs, and reporting procedures. 3. Distribute pocket-sized Code of Conduct booklets to students and staff for easy reference. 4. Display summaries of the Code of Conduct and key guidelines in high-traffic areas around the campus, such as bulletin boards, common areas, and classrooms.	2024-2029

