

INSTITUTIONAL DEVELOPMENT PLAN (IDP 2025-2030)

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1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Siddi Vinayak Commerce & BBA College, Jamnagar		
Head of the Institution	Prof. (Dr) Richard Remedios		
Contact Details	Email: svetcollege@rediffmail.com	CellNo. 9824507579	Office:0288-2553218
College Website	https://svettrust.org		AISHECode:C-887
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Name of the Anti-Ragging Cell Coordinator	Mrs.Deepa Soni	Email: deepa_soni1973@yahoo.com	Contact:9978113736
Name of the Women Cell Coordinator	Prof.Shreeja Nair	Email: tangamani1976@gmail.com	Contact: 9662051535
Name of the Grievance Redressal Cell Coordinator	Prof. Harsha Changani	Email: dr.rvm1975@gmail.com	Contact: 9377716526
Name of the Innovation Cell Coordinator	Dr Swati Bhensdadia	Email: swati.bhensdadia@gmail.com	9909381804

NAAC Accreditation Status	1 st Cycle: Grade:C (2009 to 2014)
NIRF Ranking	NIRF 2024-25: Applied. RefNo: [IR-C-C-887] & [IR-O-C-887]
UCG Recognition	No 12(b) and 2(f)
NBA accreditation	No
Financial Status	Self-Finance College

1.2. Institutional SWOC Analysis

Strengths: A strength is the college's benefit which helps the college in achieving its objectives:

1. One of the oldest self-finance colleges in Jamnagar. Estd: 1998
2. Location of the college is in the heart of the city.
3. Easily accessible by Rail (0.5 km from college) and State Transport (2.0 km from college)
4. Catering to rural as well as urban students
5. Diverse student culture
6. Proactive Leadership from the Management.
7. Swayam Local Chapter available.
8. NCC available.
9. Healthy interactive atmosphere between students and staff members
10. Well Equipped Computer Lab with 80 computers.
11. Internet facility available.
12. Motivated, experienced, well qualified, and enthusiastic Principal and Staff members.
13. College library is well-equipped with books, reference material, newspapers, journals and e-resources.
14. Optimum utilization of available infrastructural facilities.
15. Effective mentor in counseling to ensure student centric education.
16. Extension activities, co-curricular activities, sports, cultural, NCC and NSS activities for overall personality development of students.
17. Classrooms with interactive smart boards, LCD Projectors and audio system.
18. Financial assistance and scholarships to students.
19. Effective feedback mechanism is implemented.
20. Emphasis on holistic and all-round development of students.

Weaknesses:

1. Limited infrastructure.
2. Few meritorious students seek admission in college.
3. Low percentage of students pursuing higher education
4. Limited research activities by faculty.
5. No alumni registration done so far as difficulty in tracking all the alumni.
6. Limited Reference Books available in the library
7. Canteen needs to be improved.
8. Drop out ratio is a bit high.

Opportunities:

1. Situated centrally in the heart of the city, the institute's location has contributed to the inclusiveness and diversity of the college.
2. All stakeholders, including eminent scholars and experts can visit the college with ease.
3. The college has a lot of opportunities to introduce need- based courses which generate employability.
4. Opportunity for research by faculty and students.
5. Increasing student internship programs.
6. Scope for professional coaching for competitive examinations.
7. Personality development of students.
8. Liaison with higher secondary schools.
9. Publicity for the institution.
10. Finishing school establishment in future

Challenges:

1. Motivate students for higher education, research, internships and placement.
2. Enhancing basic skills of writing, reading, problem solving techniques among students.
3. Focus on improving NAAC parameters in future.
4. Implementation of NEP 2020.
5. Focus on outcome-based education.
6. Infrastructure development.
7. Increasing enrollment of meritorious students to the college.
8. Students from socially and economically weaker section of society.
9. Improving competitiveness for sustainability.

2. Institutional Development Plan (2025-2030)

2.1. Vision

“Transforming Lives And Communities Through Continuous Learning.”

2.2. Mission

1. To Enable Students To Develop And Strengthen Their Intellectual, Physical And Creative Potential.
2. To Provide Quality Education With A Proper Blend Of Theory And Practice.
3. To Provide Education That Promotes Positive Attitude And Family Values.
4. To Develop An Integrated Personality Of Students.
5. To Identify And Expose The Hidden Talents Of Students.
6. To Mould Them To Be Environment Friendly.

2.3 Goals and Objectives

1. To Improve Quality Education In The Relevant Discipline..
2. To Develop The Communicative Skills Of Students.
3. To Inculcate Professionalism in Students.
4. To Provide Convenience Of Study.
5. To Develop Students Decision Making Power And Abilities Of Identifying, For Formulating And Resolving Management Problems.
6. To Develop Teaching, Administrative And Research & Development Skills.
7. To Provide Vocational Guidance To Assist Students To Make A Proper Career Choice.
8. To Exchange The Knowledge And Experience Of The Intellectuals Through Traditional. Academic Methodology And Computer Based Training.

2.4. Executive Summary

The College undertakes following measures and steps to achieve the objectives:

1. To provide proportionate leadership initiative and autonomy to every individual with knowledge, self-confidence, competence and conscience: The institution makes every effort to empower its students by inculcating within them the ability to share their thoughts and ideas, develop the capacity to bring an inward positive change, act independently, and make their own choices. The faculty, mentors and the counselor make continuous effort to empower each and every student to make them competent and self-confident. Students are motivated to participate in creative activities, competitions, seminars, workshops, field trips, study beyond classroom, blogging, use of social media, digital story telling/writing, project-based learning. The institution consistently co-ordinates with all its stake holders to achieve this objective.

2. To provide a safe and conducive learner friendly environment: The institution welcomes, nurtures and educates students coming from different strata of the society. Majority strength depicts backward and weaker sections of the community. To encourage reading and learning culture the library is kept open from 8.00 a.m. to 3.00 p.m. The campus has internet connectivity, LCD projectors are installed in most of the classrooms and interactive smart-boards are installed in classrooms. Continuous engagement and connectedness with students by the mentors and the counselor has resulted in zero cases of ragging and sexual-harassment. Students from financially weaker sections and minority communities are supported through Government sponsored scholarships, student-aid fund and private sponsors.

3. To inculcate employability skills among students: The faculty members addresses the students regarding adaptability and help them to face and adjust to the changing circumstances and focus on their improvement. They are guided to adapt to the challenges of life through mental, emotional and behavioral flexibility. Students are motivated to become competent, build confidence, connect with people, build character and promote self-regulation. Efforts are made to make students employable by organizing training sessions, workshops on soft skills, encourage students for internships, orientation on careers and job opportunities, and participation in job fairs. Links for employment and interviews, information regarding vacancies and competitive examinations are provided to the students.

4. To build a society based on secular, democratic and non-discriminative values: The institution has faith in secular principles. Admissions are open to students of all religions, faiths and beliefs. The institution is neither affiliated to any secular organization nor follows any religious preaching. Students are taught to develop cordial and interpersonal relations with each other. The institution believes in progressive society. A progressive society can be built only through democratic values and principles. Democratic principles are upheld by democratically electing the members of the student bodies like Students' Council, Cultural Council, Sports Council and NCC. Students are involved in the progress and development of the institution by appointing the mon IQAC, Innovation Cell, Anti-ragging Committee, Grievance Committee, others. The faculty enlightens the students about democratic values such as equality, freedom, justice, tolerance, respect, fraternity, peace, global awareness, co-operation and the like. The qualities like tolerance, acceptance, a wider view, global awareness, reflection and equal justice rests within the teachers to shape the student in all possible ways the competitive world of today.

Plan for implementation and execution of proposed IDP: The institution has an important role in the promotion of quality of education system to achieve the holistic development of the students. The success of the institution is driven by the quality and engagement of its faculty.

Strategic action plan for the institution:

1. It is planned to increase the student's strength above 1200 to ensure student centric and outcome-based education. Encouraging wide-ranging program and flexible curriculum. It is decided to conduct some sessions of remedial classes for all courses, extra coaching for advanced learners and effective mentoring to support learners in small groups in every semester. Continuous training for students in ICT and skill-based learning courses as well as continuous internal assessment. Institution-Industry collaborations/MOUS, skill based vocational courses for self-employment, student employment bank on college website to collect the data on students seeking jobs, summer placements.

2. Faculty members need to develop their skills and competencies to carry out institutional planning, monitoring and implementation of this feature on a dynamic basis. Promotion of quality of teaching-learning and research, consultancy, at institution level. Course curriculum of all programs to focus on attributes of knowledge, understanding, applying and creation with due weight age to each attribute. Continuous hands-on training for faculty to implement ICT based innovative methods of teaching learning and evaluation and utilize learning resources. To have a significant increase in number of

quality publications in referred journals/ conferences, assist faculty along with research scholars to write proposals. Motivate faculty to pursue Ph.D. as well as register for post-doctoral research. Initiate Faculty Development Programs for quality augmentation of faculty. Motivate faculty to participate in workshops, development of digital content, major and minor projects and case studies.

3. To focus on the democratic way of functioning, effective implementation of policies and establish a strong organizational setup of the institution. Ensure participation of all stakeholders in planning, decision making and implementation. Recognition and motivation to faculty to take up leadership responsibilities in the governance of the institution and academic bodies as outstanding teacher award at college. Continuous upgrading of ICT facilities. Training program in a year for administrative Staff, examination Staff, multi-tasking Staff and outsource Staff. Provision for maintenance of infrastructure, addition of IT Laboratory, e-resources, building new academic block and playground, good canteen facility have been the priorities. Provision of transport facilities to students from remote areas and upgrading facilities for physically disabled students-toilets, ramps, classrooms. Energy conservation and resource management includes installation of solar panels, water harvesting. The College is willing to start an incubation center to provide training to 50 people and also to link with the university.

4. Invite alumni to conduct counseling session, motivational lectures, leadership camps, seminars, panel discussion, sports events, career opportunities. Maintain a healthy and productive student- teacher relation. Utilize alumni feedback in the development of the college. Consider feedback from alumni for planning and execution. Initiatives to obtain database information.

5. The IDP should address the following with respect to societal benefits as:

- Ensuring practice of dynamic code of conduct and core values amongst the stakeholders.
- Selecting and working on unique best practice should be an be the consequence of at least five years.
- Creating environmental consciousness among students.

All stake holders of an educational institution need to develop mutual understanding and work on cooperation and integration in order to properly carry out the functions of the organizational plan.

2.5 Developing Motivated and Energized Faculty: The success of any educational institution is the quality and engagement of its faculty. To achieve this objective the institution envisions the following initiatives:

Short term (2 years)

1. As a part of Research Enhancement, following activities are planned: -
 - i. Orientation/workshop will be organized annually.
 - ii. FDP on personality and skill development annually.
 - iii. Faculty will be deputed outside college/ state for FDP.
2. Expansion of canteen for the students.
3. Formation of Investor's club.
4. Providing restroom facility for staff.
5. Organizing medical camp for faculties.
6. Annual get together and picnic.
7. Outstanding teacher award annually.

Mid Term (5 years)

1. Timely compliance of orientation, refresher course and FDP for the faculty.
2. Institution should initiate faculty exchange programmes within and outside the state.
3. In house research publication to motivate research within the institution will be initiated.
4. Participation in state, national and international level conferences.
5. Motivate faculty to undertake framing of curriculum, participate in workshops, development of digital content, academic flexibility as per the requirements of NEP 2020.
6. Focus on performance improvement of faculty.

Long term (10 years)

1. Promote guide ship.
2. Promote for sabbatical leave.
3. Research enhancement through release time and sabbatical leaves for undertaking research work.
4. Academic/Professional achievement award for faculty members.
5. Award for writing research paper in Scopus Journal.

2.6.Teaching, Learning and Education Technology

Provide an action plan for:

- Implementation of Outcome Based Education (OBE)
- Enhancement of Students progress
- Multidisciplinary teaching
- MOOCs and ODL

Action plan for Teaching, Learning and Education Technology

Short term(2 years)

1. Course curriculum of all programs to focus on attributes of knowledge and understanding, application and creation with due weightage to each attribute.
2. Formation of language lab to provide communication skill training to students
3. Upgrading of ICT facilities in the class rooms by addition of Smart Classrooms.
4. Train students to utilize-learning resources through INFLIBNET.
5. Providing short term industry centric programs
6. Faculty members to complete yearly minimum one faculty development programme in their respective areas.
7. Continuous internal assessment to be conducted through innovative and reformed techniques as video making, article review, role play, case studies and presentation.
8. Initiate two Institution-Industry collaborations/MOUS.
9. Remedial classes in all courses to be aimed to support learners in small groups.
10. Extra coaching to be provided to advanced learners.
11. Mentor-Mentee system to be effective and useful.
13. Minimum 10% of total pass out students to enroll for post-graduation and skill-based studies every year.
14. Minimum 10% to register and complete minimum one skill-based course / soft skills certificate courses in computer, commerce, industry and social science on Swayam/MOOC/ ODL platforms
15. Minimum 5% of the total number of students to participate in curricular, co-curricular, cultural, sports and community related activities and competitions at inter-collegiate, state and national level.

Mid Term(5 years)

1. Upgrading ICT facilities of classrooms by addition off our Smart Class rooms.
2. Institution-Industry additional collaborations/MOU (Minimum4)
3. Faculty members to complete yearly minimum one faculty development programme in their respective fields
4. Encourage 10 students to undertake research and creative tasks.
5. Minimum 20% of total pass out students to enroll for post-graduation and skill based studies every year.
6. Minimum 20 % of the students to register and complete minimum one skill-based course / soft skill certificate courses in computer, commerce, industry and social science on Swayam /MOOC/ ODL platforms.
7. Minimum 30% of the total number of students to participate in curricular, co-curricular, cultural, sports and community related activities and competitions at inter-collegiate, state and national level.

Long term (10years)

1. Introduction of Integrated UG and Research Programs in certain disciplines as per NEP requirement.
2. Initiate 10 MOUS / Tie-ups with industry for up-skilling of students as trainer/placement partners.
3. Minimum 50 % of the students to register and complete minimum one skill-based course / soft skill certificate courses in computer, commerce, industry and social science on Swayam /MOOC/ ODL and emerging platforms.
4. Minimum 40% of total pass out students to enroll for post-graduation and skill based courses every year.
5. Minimum 40 % of the students to register and complete minimum one skill-based course / soft skill certificate courses in computer, commerce, industry and social science on Swayam/MOOC/ ODL platforms.
12. Minimum 40% of the total number of students to participate in curricular, co-curricular, cultural, sports and community related activities and competitions at inter-collegiate, state and national level.

2.7.Research Development and Innovation (Dr. Swati Bhensdadia)

Provide an action plan for:

1. Improving quantity and quality of research publications
2. Training faculty/students for research
3. Preparing faculties for 4th year research programme
4. Developing environment conducive for research.

Provide a Time line for each of the above via Short term (2years), Mid Term (5years) and Long term (10 years) goals.

In recent years, the HE sector in India and Gujarat is undergoing significant transformation due to globalization of education, rising enrollment of students, increasing demands of the society and the State and enhancement of skills and employability. It has to focus on the Research and Innovation because emphasis on research and innovation is likely to improve quality of faculty and would contribute to enhancement of quality of education imparted in the institution. In this regards, the objectives are:

5. Promote research and consultancy at institution level.
6. Facilitate interaction with external agencies like industries, government and other funding bodies.
7. To increase number of quality publications in refereed journals/ conferences
8. Assist faculty along with research scholars to write proposals for external funding.

In this regard following activities are proposed:

1. All faculty members to be encouraged to publish one research paper every year. Such paper may be published in any referred Journal with ISBN number.
9. Every year 10% of faculty to be encouraged to publish one paper each in the Journals which are in the UGC CARE list
10. The college teachers to publish one publication every year in Scopus indexed journals.
11. In next 2 years all faculty members that are not registered for the PhD to be encouraged for registration. In next ten years college should have 80 to90% of the faculty with doctoral

degree on its rolls.

12. Teachers to be encourage to participate in Local/National/International seminar
13. College to periodically organize the workshops for faculty to enhance their research capability and also encourage faculty members to participate in workshops conducted by various other institutions.
1. Faculty to be encouraged to undertake sponsored research projects of the Local/ National/ International funding agencies.

Time Line		Two Year Plan	5YearPlan	10YearPlan
Research Methodology & Data Analysis (workshops for Faculty)	Teachers to be encouraged to participate	5	10	20
PhD by Faculty Members	Registration for PhD	2	6	10
	Completion of PhD	0	2	6
Research Project	Local	2	5	10
	National	1	3	5
	International	Nil	nil	1
Research Papers	ISBN Numbered	13	25	60
	UGC Care Listed	3	10	15
	Scopus	1	5	7
Paper Presentation by Faculty	Local	8	15	25
	National	3	10	20
	International	2	4	4

In this regard, the following timeline can be fixed.

2.8. Industry-Academic Partnership

Provide an action plan for:

1. Industry Internship for Faculties/Students

Short term (2years)

1. The MOU (Memorandum of Understanding) should be signed with Jamnagar Udyognagar Industrial Units.
2. Internship programme will be initiated with the help of industry-to provide hands on experience to minimum 5% of college strength.
3. Research Project by the faculty members in association with local industrial unit will be initiated.
4. Internship programme for faculty.
5. Educational field trips.
6. Seminars/Workshops for students and faculty members in association with local industry.
7. Minimum 50 students from B.B.A/B.C.A/B.Com. will be provided placements annually.

Mid Term(5years)

1. Research Project (minor/major) by the faculty members in association with local industrial unit will be initiated.
2. Internship programme for faculty.
3. Internship programme will be initiated with the help of industry-to provide hands on experience to minimum 20% of college strength.
4. Educational field trips.
5. Seminars/Workshops for students and faculty members in association with local industry.
6. Minimum 75 students from B.B.A. /B.Com. will be provided placements annually.

Long term(10years)

1. Internship programme will be initiated with the help of industry-to provide hands on experience to minimum 50% of college strength.
2. Research Project (minor/major) by the faculty members in association with local industrial unit will be initiated.
3. Internship programme for faculty.
4. Educational field trips.
5. Seminars/Workshops for students and faculty members in association with local industry.
6. Minimum 100 students from B.B.A. /B.Com/B.C.A . will be provided placements annually.

2.9.Institution's Placement Plan for Students

Short Term (2years)

1. A Student Employment Bank will be created. (Online application form will be used through college website to collect the data on students seeking jobs, especially fresh graduates).
2. Summer placement or vacation placement for on-going students. Minimum 40 students from B.B.A/B.Com/B.C.A. will be provided vacation placements annually.
3. Short Term Courses will be held for developing communication skills, computer skills, account writing skills and also sessions will be organized to prepare students for facing interviews.
4. Annual Campus recruitment will be conducted by inviting institutions to hold interviews in the college. At least 30 students will be placed through campus recruitment.

Mid Term(5years)

1. Alumni contacts to be used for providing placements after graduation.
2. Organizing 10 skill based vocational courses.
3. A target of 100 student placements in 5 academic years is planned.
4. Encouraging college students to attend job fairs.

Long term(10years)

1. MOUs with Banks, Companies, MSME and other employers in the Private Sector & Public sector) for training and placement.
2. MOUs with industries from Jamnagar Industrial Estate Association will be undertaken for placement of students.
3. Enroll students for CS, CA, ICWA.

2.10. Achieving the Target for Accreditation

The ultimate aim of our institution is to provide quality education, advanced facilities to students, promote skill development and help students shape their careers. Accreditation benefits in protecting and promoting the interests of all the stakeholders – students, faculty, parents, educationists and the society at large by mapping and evaluating the overall institutional performance. During the next 10 years our institution focuses on parameters like curriculum and new courses, teaching and learning, research, student outcomes, progression and support, outreach programmes, governance and leadership, values and perception. During the first accreditation in 2009, the institution has been accredited by NAAC at ‘C’ grade

Short term(2years)

1. Focus on improving the NAAC grade.
2. Effort to increase the student's strength above 1200.
3. Initiate Faculty Development Programmes for quality augmentation of faculty
4. Introduce new courses, certificate courses and initiate multidisciplinary approach
5. Initiate 2 value-added courses on areas such as communication skills, creative writing, sports, yoga and meditation, personality, health and nutrition
6. Focus on attainment of program outcomes, program specific outcomes and course outcomes
7. Motivate faculty to register for Ph.D. ,publish research articles and train students for research
8. Establish industry-academic partnership for faculty and Students.
9. Emphasize on infrastructure augmentation such as furniture, ICT, e-learning resources, IT facilities, student-computer ratio
10. Establish systems and procedures for maintaining and utilizing facilities such as laboratory, library, sports complex, computers, classrooms etc.
11. Focus on increasing the percentage of student progression to higher education to 20% and facilitate for placement for students
12. Target to achieve institution academic results above 80%
13. Initiate administrative training programs for non-teaching staff
14. Strengthening governing body, administrative processes and governance mechanisms.
15. Strengthening governing body, administrative processes and governance mechanisms.
16. Organise 5 programmes and activities every year to cultivate human values, social awareness and community service among the student community.

Midterm(5years)

1. Concentration on improving the NAAC grade and NIRF ranking.
2. Concentrate on increasing the percentage of student progression to higher education to 40%.
3. Aim to achieve institution academic results above 80%
4. Initiate Incubation Centre and Start-up
5. Construct a new Administrative Block and provide college playground
6. Availability of online access to e-resources of the library to faculty and students.
7. Strengthen the Alumni-Institution linkage
8. Initiate MoUs with industries, banks and near by institutions.

Long term(10years)

1. Concentration on improving the NAAC grade
2. The institution aims to have more than 80% faculty members with doctoral degree.
3. Reduce the Mentor-Mentee ratio to 1:20
4. Implement e-governance in areas of operation such as planning and development, administration, finance and accounts, student admission and support and examination.
5. Initiate 10 MoUs/linkages with institutions of national/international importance, institutions of Higher learning, industries, corporate houses, financial establishments, etc.,
6. Strengthening the administrative processes by benchmarking with quality management systems.

2.11.Incubation and Start-up

Incubation Centre, Start-up Policy:

The college has planned to establish an Incubation center with a vision to facilitate a platform for budding entrepreneurs to ignite their minds to start a business venture. The college also planned to link the incubation center with the university. The College is willing to start an incubation center to provide training to 50 people. The objective of establishing an Incubation Centre on the College campus is to promote:

1. Entrepreneurship
2. Idea Generation
3. Setting up of Small businesses
4. Sustainable and profitable business model.
5. Conducting Entrepreneurship Awareness Programmes
6. Provide training and mentorship to entrepreneurs

2.12 Alumni Engagement/Activities plan: The institution reputation grows when it keeps producing successful graduates continuously-intelligent, innovative, and effective in their various fields.

Strategic plan to have an active alumni network

Objective: For man active network of all the alumni and focus on building relationships which in turn will be helpful in providing valuable financial and intellectual support and mentorship to the current students.

Alumni engagement programmes:

Maintain and update alumni database

1. Alumni profile.
2. Maintain a healthy and productive student-teacher relation.
3. Involve alumni in campus life.
4. Invite alumni to conduct counseling session, motivational lectures, leadership camps, seminars, panel discussion, sports events, career opportunities.

Feedback

1. Utilise alumni feedback in the development of the college.
2. Consider feedback from alumni for planning and execution.

3. Career Planning & Feedback: Invite alumni to guide students regarding career opportunities in their respective field and to provide practical education or work experience.

Short term(2years)

1. Create an active network of 400alumni.
2. Collection of information from students before they graduate and regularly update.
3. Provide alumni with lifetime library membership.
4. Involve alumni in internal planning and future strategy.
5. Organize events and invite alumni to conduct student centric activities.
6. Invite at least 3 alumni as chief guest or judges for various events or competitions.
7. Annual alumni meet.

Mid Term(5years)

1. Create an active network of 800 alumni.
2. Facilitate internships, career opportunities, job placement for outgoing students.
3. Organize events with active participation of well-known alumni from different fields. (5days program where alumni will be invited as guest speakers/resource persons).
4. Invite at least 7 alumni as chief guest or judges for various events or competitions.

Long term(10years)

1. Create an active network of 1000alumni.
2. Organize events with active participation of well-known alumni from different fields. (5days program where alumni will be invited as guest speakers/resource persons.)
3. Alumni sponsored scholarships for students (at least10 alumni sponsor per year).
4. Initiate alumni contribution in infrastructure development.
5. Invite atleast 10 alumni as chief guest or judges for various events or competitions.

2.13.Basic Infrastructure Development plan

Short term (2 years)

1. Installation of additional Smart TV in library
2. Increasing e-resources
3. Maintenance to be done through the committee
4. Maintenance of IT Laboratory, library

5. Installation of additional Smart TV in classrooms
6. Increasing e-resources
7. Availability of playground
8. Maintenance to be done through the committee and state manager to take care of infrastructure.
9. Maintenance of IT Laboratory, library

Mid Term(5years)

1. Provision of indoor and outdoor sports facilities

Long Term(10years)

Modernization of the classrooms.

2.14.Skill Development of Non-teaching Staff

Short term (2 years)

Training programmes in a year for Administrative Staff on the following areas:

1. Time management
2. Health and Hygiene

Midterm(5years)

Training programmes in a year for Administrative Staff on the following areas:

1. Data management and documentation
2. Communication skills development
3. Awareness on welfare facilities
4. Awareness on Health Schemes.

Long term(10years):

Training programmes for Administrative Staff on the following areas:

1. Information Technology training
2. Social Media management
3. Office procedure and management

2.15.Any Other Initiatives for the Student's and Institutional Growth

Short term(2years)

1. Environmental consciousness among students-organizing webinars, seminars, workshops by environmentalists.
2. Provision of transport facilities to students

Mid Term(5years)

1. In still dignity of labor among students-Making it a part of curriculum, engage students in menial work as a part of practical component.
2. Promoting vocational program-Motivate students to specialize in a particular skill, degree in that skill that can ensure employability.
3. Emphasis on morals and ethics of students-degradation of moral values among students has affected their performance/productibility. Short term courses on moral values and ethics as apart of curriculum could build values among students. Field trips as practical component (Old-age home, orphan age, home for widows, hospitals, prisons)
4. Revival of traditional occupations-involving local artisans and training the students in traditional occupation as a source of livelihood and self-employment.
5. Encourage/ motivate students to improvise on T.Y. project and publish research papers.

Long term(10years)

1. Green campus