Janata Shikshan Mandal's

DEVCHAND COLLEGE, ARJUNNAGAR

5-Year Institutional Development Plan

2022-23 to 2026-27

Executive Summary

In consonance with the quality parameters and standards set forth by NAAC for improving quality of higher education in India and following the guidelines issued by the UGC in this regard, the Institutional Development Plan (IDA) of Devchand College, Arjunnagar has been prepared to serve as a guide to initiate actions and undertake programmes to achieve the goal of delivering quality higher education to the needy at minimal cost during the five year period of 2022-23 to 2026-27.

The plan considers all seven areas as considered important by NAAC for making quality the defining element of higher education and envisions development and usage of eight types of infrastructure that are indispensible from the point of view of maintaining quality standards and smoothening the professional excellence journey of the college in the years to come. The eight types of infrastructure include physical infrastructure, digital infrastructure, innovative academic infrastructure, research and intellectual property infrastructure, supportive and facilitative infrastructure, infrastructure required for networking and collaboration, infrastructure required for effective governance structure and infrastructure required for financial independence, stability and funding models. The plan also incorporates the recommendations made by the Peer Team during the fourth cycle of college's accreditation.

In the sphere of physical infrastructure, the plan envisages efforts to make physical infrastructure environment friendly, betterment of infrastructure to commute, continuance in modernisation of library and examination wing, modernisation of laboratories, construction of an auditorium and provision of better facilities of hostels, parking, guest accommodation and health.

As regards digital infrastructure, the plan incorporates programmes for making college campus Wi-Fi, redesign of the college website, digitalisation of the library resources and study material for students, upgradation of the college management software, establishment of recording studio for creating e-content and installation plagiarism software facility.

In the area of innovative academic infrastructure, the key elements that the plan encompasses are offering courses for soft skill development and advanced computer skills, efforts to update curriculum in accordance with the industry requirements, training of faculty

and non-teaching staff, micro-teaching plan practice, pedagogical improvement, introduction of earn and learn scheme and organisation of sports and cultural activities.

In connection with the research and intellectual property infrastructure, the plan contemplates steps to promote quality research, collaborative and targeted research, organisation of research-centred conferences, development of incubation centre and faculty ranking and compensation based on research.

In the sphere of supportive and facilitative infrastructure, the plan envisages continuance with the decentralisation and participative decision making practices, adherence to vision and mission of the college, conservational efforts for institutional traditions and rituals and high priority to safety and security of all students.

With respect to the infrastructure required for networking and collaboration, the important elements covered in the plan are forging various forms of collaboration, strengthening ties with alumni and steps for accreditations from other entities.

In regard to infrastructure required for effective governance structure, the plan contemplates focus on effective leadership, decentralisation, development of the institutional development plan, and strengthening of feedback system.

In the last part of the plan, the efforts to deal with the financial independence, stability and funding model requirements are dealt with. A clearly chalked out policy of resource mobilisation, steps for commercial utilisation of existing facilities, in-house technical support for facilitating payments and continuity in financial audit practices are included in the plan. In a sense, the institutional development plan represents a blueprint for conducting quality related activities during the five year period of 2022-23 to 2026-27.

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1. Physical Infrastructure

Sr. No.	Types of Physical Infrastructure	Details of physical infrastructure envisioned to be developed & its usage
1	Smart Campus	Steps to understand the concept of smart campus and develop the same at the college such as installation of of smart access control and smart campus applications as per requirement
2	Green/ Sustainable Building	1. The building as it exists today is eco-friendly in the sense of maximum utilization of the facilities and on minimum water & energy consumption. If need be, new green buildings with focus on conservation of natural resources like water, green cover and energy resources will be constructed in future. 2. Increased efforts to manage the waste generation and disposal and recycle the resources 3. Installation of solar street lights, solar panels, solar heaters, LED bulbs, energy saving sensors 4. Development of open green spaces for exclusive use of reading and study
3.	Infrastructure to commute	1. Tarring of internal roads 2. Signs on the streets and separate spaces for differently-abled students and staff 3. Arrangement of public transportation service to the college **(PTR 5)**
4.	Administrative Block (Admission & Counselling Area)	1. Modernization of administrative building with use of modern technology 2. Expansion of counseling area to accommodate more students
5.	Library/Digital Resource Centre	1. Digital Resource Centre exists with access to digital databases like INFLIBNET and in-house digitized resources with online access to students. 2. Continuation of process to modernize the library 3. Initiation of efforts to provide online access of library resources to students 4. Increase in the titles and subscription of journals 5. Streamlining of departmental libraries 6. Training of students and staff to access information and resources available online
6.	Lecture Complex, Classrooms, Tutorial rooms	1. Modernization of classrooms 2. Creation of adequate number of smart classrooms 3. Provision of enhanced access to students to discussion

		rooms
7	Examination Branch	1. Modernization of examination block / SRPD section 2. Provision of strong room facility to the examination block / SRPD section
8	Facilities to Faculty and Staff	1. Modification of staff room with adequate connectivity to internet 2. Ensuring adequate internet connectivity to department cubicles and department labs
9	Meeting rooms	Initiation of steps to modify the discussion room with required amount of furniture and electronic communication/presentation equipments.
10	Laboratories and Research Centres	1. Modernization of existing science laboratories **(PTR 3)** 2. Streamlining of the usage of DST fist lab
11	Computer Centre/ Multimedia Studios	1. Initiation of steps to increase the Computer : Student Ratio with installation of required amount of hard and soft computer related infrastructure 2. Establishment of the recording studio 3. Training for the faculty to develop subject related e-content to optimize the use of digital infrastructure installed
12	Cafeteria/Dining Room/ Mess Facility	Initiation of steps to equip the cafeteria with modern cooking apparatus/equipment to ensure quality, cleanliness, and hygiene
13	Games & Sports Facility	1. Operationalisation & Modernization of multipurpose gymnasium 2. Construction of modern type indoor stadium with focus on increased usage
14	Auditorium and Conference Rooms	1. Construction of auditorium with a seating capacity of more than 1000 **(PTR 4)** 2. Installation of modern audio-video facilities in the auditorium
15	Hostels	1. Streamlining of the facilities both in Girl's and Boy's hostel 2. Provision of internet facility in the hostels
16	Parking	1. Initiation of repairs and beautification of parking area 2. Separate area for the parking of girl students' vehicles and bicycles
17	Exhibition Hall	Initiation of steps to arrange for space in the existing building for an exhibition hall
18	Guest Accommodation	1. Provision of guest house facility available

19	Commercial Shops/Centers	Arrangement of convenience shop for students and staff to purchase essential items
20	Health and well-being	Modernization of the health centers
21	Incubation Centre and Research Park	1. Increased focus to maximize the usage of Science Instrumentation Facility Centre (SIFC) established with support from DST-FIST 2. Initiation of steps to forge collaborations with focus on research 3. Start-up centre and efforts to obtain patents
22	Botanical Park / Garden	Continuation of efforts to maintain the two botanical gardens
23	Vocational Education, Training and Skilling infrastructure	Provision of required equipments and building space for the conduct of courses in vocational education, skill enhancement and training

2. Digital Infrastructure

Sr. No.	Types of Physical Infrastructure	Details of digital infrastructure envisioned to be developed & its usage
1	Internet usage	Take steps to increase usage of internet
2	Website	1. Take steps to redesign the college website 2. Ensure broadcasting of stakeholder related information on college website on a regular basis
3.	Online Messaging stakeholders' groups	1. Promote increased use of College Management Software (Rex IT) for vertical and horizontal communication between stakeholders 2. Increased use of social media to facilitate communication with stakeholders 3. Creation of blog spot of college
4.	Online blogs & sites for every course	Initiation of steps to start college blog to facilitate communication with stakeholders
5.	Wi-Fi Campus	Provision of Wi-Fi facility on the college campus available
6.	Online Study material	1. Training for the faculty to develop subject-related e-content 2. Incentives to faculty to develop e-content in various forms 3. Posting of e-content on college website 4. Circulation of e-content through social media

		5. Development of repository of e-content
7	Digital Library	1. Initiation of steps to develop digital library 2. Collaborations with other digital libraries for the same already exists
8	Digital Publication	1. Initiate steps to start a college journal in digital form 2. Take steps to have college owned publication entity for the publication of books, newsletters, college magazines and conference/seminar proceedings
9	Paperless office	1. Initiate steps to make administrative work paperless 2. Promote enhanced use of college management software for the conduct of administrative work and provision of services to stakeholders
10	Paperless exams	Initiation of steps to have digital examination system
11	Online Evaluation	Take steps to automate and digitalize evaluation system
12	Website based result announcement	Introduction of practice of announcement of examination results on college website both internal evaluation marks and university results
13	Education ERP	Upgradation of college management software into a full-fledged ERP Software so as to collect, store and share data and information among various sections and entities with differential level of access
14	Plagiarism software facility	Steps to have an in-house plagiarism software facility
15	Online placement (Project, internship, & final)	Initiate steps to create a databank of pass-out students of the college with the required details to facilitate the placement efforts
16	Social media based promotions	1. Enhanced use of social media to disseminate important stakeholder-related information 2. Use of social media platforms to build and promote college brand
17	Use of ICCT underlying technologies like AI, BA, CC, DS, MB,OC,VR & AR	Initiation of steps to use technologies like AI for automating the delivery of services
18	Studio for video online classes	1. Recording studio already exists 2. Open access online platforms are used for online classes
19	Video conference facility	Take steps to promote increased use of video conference facility

| 20 | Online open Publication system | Make the college owned publication open access |

3. Innovative Academic Infrastructure

Sr. No.	Types of Academic Infrastructure	Details of Academic infrastructure envisioned to be developed & its usage
1	Courses catering to professional/future requirements	1. Introduction of courses catering to the local needs with focus on farming, labour work, soft skill development and self-employment **(PTR 2)** 2. Considering the developments at global level, initiation of steps to design courses with focus on advanced computer skills, artificial intelligence, research skills, creative and critical thinking, English communication and leadership skills **(PTR 1)** 3. Introduction of courses, including professional courses, in view of the interests/preferences of the students
2	Curriculum-updated as per industry requirements	1. Setting up of Industrial Advisory Committee in every department 2. To increase industry-academia partnership for starting new industry-based career oriented courses, training and internship programmes 3. To strengthen industry-institute partnership through MoUs 4. Encouragement to faculty to become the members of the BOS of various subjects of affiliating university 5. Encouragement to faculty to submit syllabus-related suggestions to the university 6. Introduction of career oriented and vocational courses designed on the lines of requirements of the industry 7. Introduction of NEP 2020 compliant courses with multiple entry- multiple exit options embedded
3.	Curriculum embedded with Employability Skills	1. Steps towards enrichment of curriculum with focus on inculcation of employability skills in career oriented and vocational courses- i) Soft skills- Goal setting, leadership qualities, time management

		ii) Computer skills iii) Instrumentation iv) Communication skills v) Digital skills vi) Management Skills

4.	Center for Curricular & Life Skills Development (CCLSD)	Steps to develop life skills among students through organization of activities and curriculum enrichment and introduction of short term courses
		  i) Health, Hygiene and Yoga
		  ii) Stress Management
		  iii) Decision making
		  iv) Critical and creative thinking
		  v) Self-esteem and positive thinking

5.	Faculty/teaching Staff	1. Initiation of steps to fill the vacant teaching posts as per the directions of the state government 2. Organization of PDPs and FDPs for teaching staff 3. Encouragement to faculty to undertake research 4. Collaborations with industry and other reputed institutions to engage industry experts in teaching
6.	Center for Faculty Development(CFD)	1. Organization of OC /RCs/PDPs/FDPs for teaching staff in collaboration with government agencies 2. Collaborations with industry and other reputed institutions to have trainers for the faculty development activities 3. Encouragement to faculty to attend OC /RCs/PDPs/FDPs
7	Non-teaching staff	1. Initiation of steps to fill the vacant non-teaching posts as per the directions of the state government 2. Organization of training programmes for non-teaching staff 3. Encouragement to non-teaching staff to attend training programmes
8	Session wise teaching plan	Practice of micro-teaching plan and academic diaries to be continued and strengthened
9	Learning material like Study books	Provision of study books as per changing curriculum, work books, hand books, remedial books and other learning material
10	Question bank	The practice of maintaining question banks to be continued
11	Assignments	1. Use of various types of assignments to supplement teaching and evaluation 2. Assessment of the same be done in a time bound manner
12	Pedagogy	1. Learner centric pedagogical methods embedded

		with experiential learning, participative learning, problem solving and use of ICT 2. Design, development of innovative teaching methods
13	Other activities as part of learning	1. Institutional, university, state and national level academic competitions 2. Organization of sports and cultural events 3. Organization of intercollegiate sports competitions 4. Participation of students in national and international level sports and cultural events 5. Collaboration with sports agencies for the organization of sports competitions and training of students
14	Earn while learn facility & flexibility	To strengthen earn and learn scheme
15	Flexibility and multidisciplinarity	As per NEP-2020 structure focus on flexibility and multidisciplinarity is provided
16	Opportunities to develop & utilize research & innovative thinking skills	1. Continuation of steps to inculcate research aptitude among students 2. Facilitate students to avail the research infrastructure of the college 3. Facilitate students to tap the research opportunities both in Indian institutes and abroad 4. Motivate students to present research papers in state, national and international conferences / seminars 5. Provision of financial support to students to attend conferences and seminars
17	International Exposure	1. Facilitate students to apply for international scholarships 2. To form international collaborations for academic and research purposes

4. Research and Intellectual Property Infrastructure

Sr. No.	Types of Research and Intellectual Property	Details of Research and Intellectual Property infrastructure envisioned to be developed & its usage
1	Quality Research	1. Promotion of quality research initiatives on the campus by faculty and students 2. Provision of financial support for research centered activities
2	Research oriented experienced faculty	1. Motivation for faculty to undertake post doctoral research

	members	2. Support to faculty for research
3.	API based faculty compensation	Preferential treatment to faculty with high API/ASAR score in terms of financial support and other incentives for research
4.	Targeted research and collaborative research	1. Motivation to faculty to publicize their research in the form of books or as research articles in UGC care listed journals 2. Encouragement to undertake research projects and file for patents 3. Providing helpline to identify funding agencies and prepare proposals 4. Organization of workshops on research methodology, writing projects 5. The IPR committee to be strengthened 6. Promotion for collaborative research
5.	More Faculty members with Ph.D.	Initiation of steps and provision of required support to have 100 % Ph. D. holding faculty
6.	Conferences (At least two conferences per year per College)	Encouragement and provision of required support for the organization of conferences on contemporary issues warranting urgent research
7	Student involvement in Research	1. Continuation of steps to inculcate research aptitude among students 2. Facilitate students to avail research infrastructure of the college 3. Facilitate students to tap the research opportunities both in Indian institutes and abroad 4. Motivate students to present research papers in state, national and international conferences / seminars 5. Provision of financial support to students to attend conferences and seminars
8	Industry and institutional collaboration & Consultation	1. Collaborations with industry for research and training 2. To enhance consultancy services to the industrial sector
9	Incubation centre	1. To maximize the usage of Science Instrumentation Facility Centre (SIFC) established with support from DST-FIST 2. Initiation of steps to form collaborations with focus on scientific research 3. To encourage obtaining patents and start-ups
10	Faculty Ranking (Annual) system	Continuation of the faculty appraisal practice based on ASAR and declaration of the results to instill a

		healthy competitive spirit
11	Research Monetization	Organization of workshops / training programs for faculty and students for research monetization and IP protection

5. Supportive and Facilitative Infrastructure

Sr. No.	Types of Supportive and Facilitative Infrastructure	Details of Supportive and Facilitative infrastructure envisioned to be developed & its usage
1	Accessibility/ Proximity	1. Continue with the decentralization and participatory practices of decision making 2. Follow the rules of Maharashtra Public Universities Act, 2016 and the affiliating university statutes 3. Ensure streamlined functioning of College Development Committee 4. Have at least two meetings of CDC in a year
2	Institutional values (Core Values)	Continuous efforts to adhere to the institutional values i) Quality education ii) Global competencies iii) National integration iv) Gender Equity v) Sound character vi) Responsible citizen vii) Environmental consciousness viii) Scientific temper ix) Expertise in arts, sports and culture
3.	Vision	*TAMASOMA JYOTIRGAMAYA: FROM DARKNESS TO LIGHT*
4.	Trust among stakeholders and outsiders	1. Participatory administration and governance involving teaching, non-teaching staff and students 2. Bonding with community and alumni 3. Industry collaboration
5.	Institutional Tradition Rituals	Conservation of institutional culture and brand image of the college through the practices consistent with rituals and traditions
6.	Goal setting in every student	1. Organize personality development workshops for students 2. Conduct goal setting sessions at the beginning of

		every academic year
7	Safety & Security	Take all steps necessary to ensure safety and security of every student on campus
8	Search for proximity (Local friends. local food, local culture)	1. Steps to provide home-like or local environment to students 2. Organization of orientation programme for students at the start of every academic year 3. Organization of ice-breaking sessions in every class at the start of every academic year
9	Comfortability but need not luxury	Steps to ensure availability of all basic needs on campus
10	Openness in terms of information	1. Organization of orientation programme for students at the start of every academic year giving information admission process, academic teaching-learning processes, examination and evaluation system, research & publications, etc 2. Student grievance cell to be strengthened
11	Accountability measures	1. Feedback on teachers to enable the institution to take corrective measures for improvisation with positive incentives and negative punishments 2. Feedback on institutional processes and services for improvisation 3. Administrative audit to improvise office and menial services
	Mental Health	1. Student Counseling cell to organize counseling sessions 2. Health centers for students' mental well-being

6. Infrastructure Required for Networking and Collaboration

Sr. No.	Types of Infrastructure Required for Networking and Collaboration	Details of Infrastructure Required for Networking and Collaboration envisioned to be developed & its usage
1	Collaborations – Horizontal, Vertical & Diversified	1.MoUs with industries 2.MoUs with institutes of national and international importance 3. MoUs with universities and colleges 4. MoUs with rural and urban local bodies
2	Alumni Association & Networks	1. Organization of Alumni meet every year 2. Organization of academic and research activities

		with Alumni
		3. Mentorship programs with Alumni
		4. Alumni funding for research, infrastructure and other areas
3.	Industry Integrated Collaborations	1. Steps to forge collaborations with industry for internships, apprenticeships and captive placements
		2. Partnering with industry for design and updation of curriculum and content of various courses
		3. Joining hands with industry for research projects
		4. Undertaking consultancy projects
		5. Collaborating with industry for providing students with earn and learn opportunity
4.	Academic Integrated Collaborations	MoUs with universities and colleges, research institutes for academic, research, dual degree programs, research internships and training purposes
5.	Collaborations with NGOs & Social service Organizations	Partnering with NGOs and Social Service Organizations for implementation of government programs, capacity building and extension services
6.	Membership with National & International Accreditation bodies for Quality & Credibility	1. Plan to go for ISO certification
		2. Form collaborations with accreditation bodies
7.	Start Up Network Infrastructure	1. Incubation Center- Generic and domain specific
		2. Provision of funding for start ups
		3. Ideation and network boards for start ups
		4. Digital infrastructure for supporting start ups

7. Infrastructure Required for Effective Governance Structure

Sr. No.	Types of Infrastructure Required for Effective Governance Structure	Details of Infrastructure Required for Effective Governance Structure envisioned to be developed & its usage
1	Quality Assurance	1. Well defined processes to be strengthened
		2. Clearly defined processes for assessment of outcomes
		3. Use of ERP software for ease of communication among employees of all cadres and Management

2	Leadership	Continue to practice the current leadership and management practices with focus on decentralization
3.	Vision, Mission and Roadmap for the HEIs	The present Institutional Development Plan ensures the road map for the realization of the vision and mission of the institution.
4.	Close monitoring by IT/Web-based Management Information System	Strengthening monitoring system
4.	External Advisory Boards	Establishment an External Advisory Board with representation of academicians, industrialists and government officers
5.	Student Feedback	1. Strengthening the current practice of taking feedback from various stakeholders and on various aspects 2. Initiation of steps to go online for the collection and analysis of feedback from all stakeholders

8. Financial Independence, Stability and Funding Models Requirements

Sr. No.	Types of Infrastructure Required for Financial Independence, Stability and Funding Models	Details of Infrastructure Required for Financial Independence, Stability and Funding Models envisioned to be developed & its usage
1	Financial Policies	1. Chalk out a clear policy of resource mobilization 2. Incorporate changes in the utilization policy if needed
2	Main sources of revenue to be developed	1. Identification of major sources of revenue and laying focus on them for full utilization 2. Mobilization of funds / grants from non-government bodies, individuals, philanthropists
3.	Close liaison with GOI ministries/ agencies and others for funding and Access to external grants and funding	1. Approach GOI ministries/ agencies and others for funding and access to external grants and funding
4.	IRG scheme in each department	1. Initiate steps to promote commercial utilization of existing facilities like Science Instrumentation Facility Centre (SIFC), Water and soil testing and other infrastructure and expertise available with each department of the college

5.	Software / Technical support	Initiation of steps to have own software / technical support for providing efficient payments, settlement, and clearing system
6.	Internal Audit department	1. Internal Audit by college committee to continue 2. External Audit by the Chartered Accountant Firm to continue 3. To get External Audit done by the Government Agencies

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