



**Shri Pragya Mahavidyalaya, Bijainagar**

**A UNIT OF SHRI PRAGYA JAIN SMARAK SAMITI**

**AFFILIATED TO MDS UNIVERSITY AJMER | AN ISO  
9001:2015 CERTIFIED INSTITUTION**

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**VISION 2030**

# **STRATEGIC PLAN AND DEPLOYMENT**

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**Director**  
Shri Pragya Mahavidyalaya  
Bijainagar-305624

### Strategic Planning and Deployment Committee Members

CA Surendra Pipara	Secretary, Society
Er. Anurag Choradiya	Secretary, Management Committee
Dr. Navalsingh Jain	Director
Dr. Durga Mewara	Dean
Dr. Omprakash Kumawat	Member
Mr. Abhishek Joshi	Member
Ms Meenakshi Jain	Member

  
**Director**  
Shri Pragya Mahavidyalaya  
Bijainagar-305624

*Forward from the Secretary*

*As we embark on "Vision 2030," I am proud to present our strategic plan for Shri Pragya Mahavidyalaya, Bijainagar. This plan underscores our commitment to academic excellence, innovation, and community development.*

*Our vision is to become an autonomous institution renowned for research, dynamic placements, and local contributions. We aim to foster interdisciplinary learning, advanced research, and robust support for entrepreneurship through our strengthened incubation cell. This will ensure our graduates are well-prepared to become future leaders and innovators.*

*Achieving academic autonomy will allow us to tailor our programs to meet the evolving needs of students and society. Our focus on local development projects will promote sustainable growth in Bijainagar, fostering community responsibility among students.*

*"Vision 2030" will enhance academic offerings, support local projects, and promote sustainable growth. I extend my gratitude to our dedicated faculty, staff, and students, as well as our industry partners, alumni, and the local community for their support.*

*Together, we will create an institution that excels academically and makes a lasting positive impact on society.*

*Sincerely,*

*Mr. Anurag Choradia*

*Secretary*

*Shri Pragya Mahavidyalaya, Bijainagar*

  
**Director**  
Shri Pragya Mahavidyalaya  
Bijainagar-305600



# Shri Pragya Mahavidyalaya

Post Graduate College of Science, Technology, Management, Arts & Commerce  
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## INTRODUCTION

### About the College

Established in 1972 in honor of Jain Saint Shri Pannalal Ji Maharaj Saheb, Shri Pragya Mahavidyalaya in Bijainagar has emerged as a cornerstone of educational excellence in the region. Over the past five decades, our institution has grown significantly, adapting to the evolving educational needs of students from diverse backgrounds.

Shri Pragya Mahavidyalaya marks the beginning of a journey that prepares students for successful careers. With a vibrant student community from across India and the world, the college is a hub of cultural and intellectual diversity. As part of the Pragya Group of Institutions (Shri Pragya Jain Smarak Samiti), we leverage over 50 years of experience in shaping the minds and careers of aspiring students.

Our college is recognized by UGC under Section 2(F) & 12 (B) of the UGC Act 1956 and is affiliated with Maharshi Dayanand Saraswati University, Ajmer. We are acknowledged by the Department of College Education, Government of Rajasthan, and our BBA and BCA programs are approved by AICTE. Additionally, the Department of Minority Affairs, Rajasthan, recognizes us under Article 30 of the Constitution of India. Scholarships from both the Government of Rajasthan and the Government of India are available to eligible students.

Shri Pragya Mahavidyalaya offers a diverse array of undergraduate programs including B.Sc., B.A., B.Com., B.B.A. and B.C.A. along with postgraduate programs in M.A., M.Sc. and M.Com. Recently, our Commerce Department has celebrated the completion of PhD studies by four scholars, underlining our commitment to advanced research and academic excellence.

Our salient features include a commitment to academic excellence, innovation, and local development. We offer a comprehensive range of undergraduate and postgraduate programs across Science, Technology, Management, Arts, and Commerce. Our strategic plan for "Vision 2030" emphasizes academic autonomy, advanced research, dynamic placement initiatives, and a robust incubation cell to foster entrepreneurship and innovation.

As we look to the future, Shri Pragya Mahavidyalaya remains dedicated to providing a transformative educational experience. We aim to equip our students with the knowledge, skills, and opportunities necessary to excel in their careers and contribute meaningfully to society.

Shri Pragya Mahavidyalaya, Bijainagar, invites you to join us on this journey of growth and excellence, where tradition meets innovation, and every student is empowered to reach their full potential.



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## Vision

To become a beacon of academic excellence and innovation, nurturing future leaders and thinkers. We aim to be an autonomous institution renowned for our cutting-edge research, robust incubation cell, dynamic placement initiatives, and significant contributions to local development, fostering an environment where students thrive and contribute meaningfully to society.

## Mission

To provide a holistic education that combines academic rigor with practical skills, preparing students for successful careers and responsible citizenship. We are dedicated to:

1. **Academic Excellence:** Offering a diverse and comprehensive curriculum that encourages interdisciplinary learning and critical thinking.
2. **Innovation and Entrepreneurship:** Strengthening our incubation cell to support students and faculty in transforming innovative ideas into successful startups, fostering a culture of entrepreneurship, and contributing to local economic growth.
3. **Research and Development:** Promoting advanced research activities across various disciplines to contribute to the global body of knowledge, address real-world challenges, and support local development initiatives.
4. **Career Development:** Enhancing our placement services to build strong industry connections, ensuring our graduates are well-prepared for the job market and equipped to excel in their chosen fields.
5. **Autonomy and Growth:** Striving towards autonomous status to provide greater academic freedom, enabling us to tailor our programs and initiatives to meet the evolving needs of our students and society.



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6. Local Development: Actively participating in and supporting local development projects to improve the quality of life in Bijainagar and surrounding areas, promoting sustainable development, and fostering a sense of community responsibility among our students.
7. Moral Values and Character Building: Instilling moral values and character building through the teachings of Indian and Jain values such as Satya (truth), Ahimsa (non-violence), Achourah (non-stealing), Brahmacharya (celibacy), Aparigraha (non-possession), as well as Gyan (knowledge), Darshan (perception), and Charitra (conduct). We emphasize Indian values, ancient ethos, environmental protection, compassion, non-violence, humanity, and world peace.

Through these efforts, Shri Pragma Mahavidyalaya, Bijainagar, is committed to empowering our students with the knowledge, skills, and opportunities needed to succeed and make a positive impact locally and globally.

  
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## Quality Policy

1. Academic Excellence: Delivering a rigorous, dynamic curriculum that fosters critical thinking and lifelong learning.
2. Innovation and Research: Encouraging exploration of new ideas, technologies, and methodologies through a robust incubation cell.
3. Student-Centered Approach: Providing a supportive learning environment tailored to meet diverse student needs.
4. Continuous Improvement: Regularly assessing and enhancing our programs and services based on stakeholder feedback.
5. Professional Development: Investing in training and workshops to keep faculty and staff updated with the latest developments.
6. Ethical Practices: Upholding integrity, transparency, and fairness in all operations.
7. Community Engagement: Contributing to local development through sustainable and responsible initiatives.
8. Infrastructure and Resources: Continuously upgrading facilities to support academic and research activities.

By adhering to these principles, Shri Pragya Mahavidyalaya, Bijainagar, aims to set benchmarks in educational quality, fostering an environment where quality education thrives, and preparing our students to contribute meaningfully to society.

  
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## Value Statement

1. Integrity: We conduct ourselves with honesty, transparency, and ethical behavior.
2. Excellence: We strive for the highest standards of academic achievement and service quality.
3. Inclusivity: We embrace diversity, respect differences, and foster an inclusive learning environment.
4. Innovation: We encourage creativity, entrepreneurship, and continuous improvement.
5. Accountability: We take responsibility for our actions, decisions, and their consequences.
6. Community Engagement: We actively participate in and contribute to the local community's development and welfare.

These values guide our strategic initiatives, educational practices, and interactions within our college community and beyond, ensuring that we uphold our commitment to quality education, student success, and societal impact.

  
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## VISION FOR EXCELLENCE

The institution envisions itself as a Centre of Excellence and has identified the following thrust areas for strategy development and deployment to realize its vision.



  
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## OBJECTIVES

### Academic Excellence

1. To provide quality education to meet the changing needs of society and industry.
2. To maintain excellent standards of education by continuously evaluating teaching methodologies.
3. To add value to the curriculum through enrichment programs and skill-based courses that align with emerging trends.
4. To offer a variety of courses to cater to diverse educational needs of students.
5. To promote communication skills, analytical skills, and critical thinking among students.
6. To enhance teaching experience through Faculty Development Programs (FDPs) and workshops on teaching methodologies.
7. To keep pace with dynamic industry changes by establishing academic linkages.
8. To assess the evaluation system for transparency.
9. To enrich the learning experience of students by providing state-of-the-art infrastructure, including libraries, e-learning resources, computing resources, and laboratories.
10. To use technology as a learning resource.
11. To build student competencies to serve the cause of social equity.
12. To align the curriculum with the mission of the institution.
13. To effectively operationalize the curriculum..
14. To provide a variety of learning experiences to students.
15. To ensure the fulfillment of learning outcomes.

### Research Excellence

1. To promote and incentivize a research culture among faculty and students.
2. To increase the number of research projects and publications in reputed journals.
3. To enhance research infrastructure and provide necessary resources and facilities.
4. To establish more academic and industry collaborations for joint research initiatives.



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5. To introduce research projects at the undergraduate level to foster early research skills.
6. To establish a Research Knowledge centre with in the campus

## Student Environment

1. To monitor the academic progression of students and encourage them to achieve high academic performance.
2. To provide opportunities for the value-based holistic development of students.
3. To provide workspace for pursuing activities leading to excellence.
4. To offer support through mentoring programs.
5. To ensure the overall development and empowerment of students through employability, entrepreneurship, and pursuit of higher education.
6. To encourage students' participation in seminars and conferences to broaden their outlook.
7. To improve communication with alumni.
8. To sensitize students to social issues and context.
9. To provide support to students through facilitating mechanisms such as mentoring, placements, and grievance redressal.
10. To increase the participation of students in sports by providing scholarships and other facilities to sports students.

## Campus Development

1. Expand and upgrade campus infrastructure to support academic and extracurricular activities.
2. Enhance the aesthetic appeal and functionality of campus spaces.
3. Develop state-of-the-art laboratories and research facilities.
4. Start Hostel facility for Boys.
5. Ensure campus accessibility and inclusivity for all students, including those with disabilities.
6. Enhance campus security measures to ensure a safe environment for all.
7. Foster a community-oriented atmosphere through the development of common areas and student hubs.
8. Support local development initiatives and strengthen community ties through campus projects and outreach programs.



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## Administrative Excellence

1. Attract and retain highly qualified and experienced teaching faculty, technical, and non-technical staff.
2. Provide training programs to teaching and non-teaching faculty through faculty development programs.
3. Ensure proper feedback mechanisms are in place.
4. Promote a fair and transparent system of performance appraisal.
5. Review and update reward and compensation programs.
6. Enhance the role of the Internal Quality Assurance Cell (IQAC) in internalizing and institutionalizing quality, raising institutional capabilities, and ensuring continuous quality improvement.

## Excellence in Sports

1. Train students to excel in national and international level sports.
2. Provide state-of-the-art sports facilities and equipment.
3. Organize regular sports events and competitions.
4. Collaborate with sports organizations and professionals for expert training and guidance.
5. Foster a healthy balance between academics and sports.
6. Recognize and reward outstanding sports achievements.

## Community Outreach

1. Prepare at least 25 students to join IAS/IPS/IFS or other administrative services.
2. Ensure holistic development of students through self-realization.
3. Promote social development by reducing waste and encouraging recycling.
4. Foster cultural development through training in performing and non-performing arts, traditional values, and group singing.
5. Promote Institutional Social Responsibility.
6. Publicize the institution's role in community service.
7. Offer customized programs for the immediate community through workshops and seminars.
8. Motivate students to actively engage in community outreach through extracurricular activities.
9. Promote social connection activities.



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10. Inculcate value-based teachings to develop responsible global citizens.

  
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## GOALS OF THE INSTITUTION

Thrust Areas	Short term goals	Medium term goals	Long term goals
<b>Academic Excellence</b>	<ul style="list-style-type: none"> <li>Autonomous Status</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen academia-industry linkage</li> <li>Best college of region</li> </ul>	<ul style="list-style-type: none"> <li>Centre of Excellence</li> </ul>
<b>Research Excellence</b>	<ul style="list-style-type: none"> <li>More faculty Ph.Ds</li> <li>Exposure to research</li> </ul>	<ul style="list-style-type: none"> <li>Research Projects</li> <li>Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Research Hub</li> </ul>
<b>Student Environment</b>	<ul style="list-style-type: none"> <li>Attract the genius students from state</li> </ul>	<ul style="list-style-type: none"> <li>Monitor student progression</li> </ul>	<ul style="list-style-type: none"> <li>Attract international Students</li> </ul>
<b>Campus Development</b>	<ul style="list-style-type: none"> <li>Campus renovation</li> </ul>	<ul style="list-style-type: none"> <li>Augment infrastructure Facilities</li> </ul>	<ul style="list-style-type: none"> <li>World class facilities</li> </ul>
<b>Administrative Excellence</b>	<ul style="list-style-type: none"> <li>High performance culture</li> <li>Attraction &amp; retention of high quality staff</li> </ul>	<ul style="list-style-type: none"> <li>Open and participatory administration</li> <li>Financial Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Promote institution's interest with stakeholders</li> <li>Governance structure to support achievement of Vision.</li> </ul>
<b>Excellence in sports</b>	<ol style="list-style-type: none"> <li>Enhance Sports Facilities</li> <li>Increase Student Participation</li> <li>Organize Sports Workshops</li> </ol>	<ol style="list-style-type: none"> <li>Expand Competitive Training</li> <li>Host Inter-College Events</li> <li>Develop New Sports Programs</li> </ol>	<ol style="list-style-type: none"> <li>Achieve National Recognition</li> <li>Promote International Participation</li> <li>Establish Sports Research Center</li> </ol>
<b>Community Outreach</b>	<ul style="list-style-type: none"> <li>To expose students to connect with society/community</li> <li>To prepare students for administrative exams</li> </ul>	<ul style="list-style-type: none"> <li>Motivate students to reach out at the national level</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to social equity</li> <li>At least 25 students to represent institution in Administrative services.</li> </ul>



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## STRATEGIC ACTION PLAN

### I Academic Excellence

#### Analysis

##### **Strengths:**

1. Comprehensive Academic Programs: Offers Multidisciplinary Post Graduate and undergraduate programs.
2. Academic Excellence: Achieves consistently high academic results with over 95% pass percentage.
3. Infrastructure: Modern facilities including smart classrooms, well-equipped laboratories, libraries, and e-learning resources.
4. Unique Livestock and Dairy Program: Offers a unique program under the Arts stream, providing skill development opportunities to rural students, which is rare in Rajasthan.
5. 52 Years of Legacy: Established in 1972, has a strong legacy in providing quality education.

##### **Weaknesses:**

1. Limited Autonomy: Striving towards autonomous status to enhance academic freedom.
2. Resource Constraints: Potential challenges in funding for infrastructure expansion and research facilities.
3. Curriculum Alignment: Ensuring curriculum alignment with emerging industry trends and global standards may require continuous evaluation and updates.

##### **Opportunities:**

1. Enhanced Research Focus: Expand research initiatives across disciplines to contribute to global knowledge and local development.
2. Industry Partnerships: Strengthen academic linkages with industries to align curriculum with dynamic industry needs.
3. Skill Development Programs: Introduce skill-based courses and enrichment programs to prepare students for competitive job markets.
4. Successful Alumni Network: Utilize alumni assistance to mentor and support current students in their career paths.



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## Challenges:

1. Increasing Competition: Government opening colleges at block levels offering free education poses competitive challenges.
2. Shifting Course Preferences: Traditional courses like B.Com, B.Sc., and B.A. face decreasing popularity among students, impacting enrollment.
3. Regulatory Changes: Adapting to frequent changes in educational policies and regulations.
4. Faculty Retention: Retaining qualified faculty amidst competitive job opportunities and industry demands.

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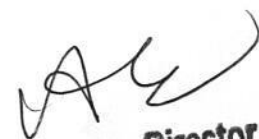
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## Strategic Action Plan

Objective: To provide equality education to meet changing needs of the society and industry.			
Action	Responsibility	Timeframe	Performance Measure
Review the basic skills required for the students to take up challenges in their life And career	Academic Coordinators	Ongoing	Placement statistics as an indicator of success

Objective: To maintain excellent standards of education by continuously evaluating teaching methodologies.			
Action	Responsibility	Timeframe	Performance Measure
Evaluate teaching methodology effectiveness with reference to programme/learning outcome	Academic coordinators & HOD's	Ongoing	<ul style="list-style-type: none"><li>Achievement of learning outcome measured by way of internal tests.</li><li>Ensure usage of hybrid methOD's wherein new and effective teaching methodology along with time tested ones are used for teaching.</li><li>Teaching to be Participative in nature.</li></ul>

  
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**Objective:** To maintain excellent standards of education by continuously evaluating teaching methodologies.

Action	Responsibility	Timeframe	Performance Measure
Offer value added courses in Tune with emerging trends	Dean and HOD's	3 year	Introduction of new Courses based on industry Academia interaction

**Objective:** To offer variety of courses to cater to divers educational needs of students.

Action	Responsibility	Timeframe	Performance Measure
Explore opportunities for Courses that cater to diverse Needs of students in emerging Areas	Dean	One year	Introduction of new courses based on need Analysis

**Objective:** To promote communication skills, analytical skills, and critical thinking of students

Action	Responsibility	Timeframe	Performance Measure
Encourage students to take part in seminars and group discussions in classroom to Develop their communication And analytical skills.	HOD's	One year	Participation of all students in said activities

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**Objective:** To enhance teaching experience through FDPs/Workshops on teaching methodologies.

Action	Responsibility	Timeframe	Performance Measure
Organise FDPs/workshops for teachers as part of Continuous Learning Programme.	Dean and HOD's	Ongoing	<ul style="list-style-type: none"><li>FDP and workshop on latest trends in teaching to be organised every year.</li><li>Staff to attend such FDP and workshops organised by other Institutions.</li></ul>

**Objective:** To keep pace with dynamic industry changes by having academic linkages

Action	Responsibility	Timeframe	Performance Measure
Enter into more MOUs to facilitate academic linkages	Director and Dean	Ongoing	Each department to enter at least one MOU every Year

**Objective:** To assess the evaluation system for transparency.

Action	Responsibility	Time frame	Performance Measure
Review the evaluation system to satisfy the learning and program outcome	HOD's and Examinations	Two years	Evaluation system to ensure usage of Rubrics

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**Objective:** To enrich the learning experience of students by providing state-of-the-art infrastructure in the form of smart classrooms, libraries, e-learning and computing resources, laboratories, and working space.

Action	Responsibility	Timeframe	Performance Measure
Review infrastructure requirement in a time bound manner.	Dean, Director and Management	Ongoing	Infrastructure assessment to be carried out to fulfill requirements

**Objective:** To use technology as learning resource

Action	Responsibility	Timeframe	Performance Measure
Integrate classroom learning using online technologies	HOD's	Ongoing	<ul style="list-style-type: none"><li>• Usage of latest technologies</li><li>• Each student to have completed at least one online course</li><li>• Online resources Usage to be recorded</li></ul>

**Objective:** To build student competencies to serve the cause of social equity.

Action	Responsibility	Timeframe	Performance Measure
Involve students in extra-Curricular activities like NSS, AIESEC, Social Connect etc	Club Coordinator	One year	Each student to be take Part in at least one extra-curricular activity

**Objective:** To align the curriculum with the mission of the institution.

Action	Responsibility	Timeframe	Performance Measure
VAC to be offered in accordance with the mission of the institution	Coordinator, VAC	One year	Course curriculum to be framed to meet requirements



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**Objective:** To ensure academic flexibility within the curriculum framed.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Offer a variety of programme options</li><li>Offer additional courses apart from curriculum.</li></ul>	Academic Coordinators & HOD's		<ul style="list-style-type: none"><li>Enable students to access courses of their interest</li><li>Introduction of new courses based on demand</li></ul>

**Objective:** To provide a variety of learning experiences to students.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Employ interactive and Participate or approach in teaching</li></ul>	Academic Coordinators & HOD's	Oneyear	<ul style="list-style-type: none"><li>Training to be given to Staff on new teaching methodologies once a year.</li></ul>
<ul style="list-style-type: none"><li>Expose students to individual and Collaborative learning.</li><li>Involve professional/sports Bodies to make learning rich and varied</li></ul>			<ul style="list-style-type: none"><li>Record of teaching methodology adopted in class</li></ul>

  
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<b>Objective:</b> To ensure fulfillment of learning outcome			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
Learning Outcome to be evaluated Through student assessment.	HOD's	One going	Learning outcome is Translated in the marks obtained by students, Being placed or pursuing Higher education and the number of university ranks obtained.

  
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## Research Excellence

### Strengths:

1. Recognized by UGC under Section 2(F) & 12 (B) of the UGC Act 1956, making it eligible to receive grants for research.
2. Well-equipped, library resources, and computing facilities supporting research activities.
3. Unique focus on livestock and dairy research, supported by a dairy farm and industry collaborations.
4. Availability of postgraduate programs.

### Weaknesses:

1. Heavy teaching and administrative load for academic staff.
2. Low level of consultancy activities.

### Opportunities:

1. Minor research projects for societal advancement by students.
2. Introduction of research projects at the undergraduate level.
3. More number of collaborations.
4. Enhance research culture by incentivizing researchers.
5. Successful alumni assistance for current students in research endeavors.

### Challenges

1. Increasing teaching and administrative load resulting in decreased time for research.
2. Promoting a research culture within the institution.

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## Strategic Action Plan

<b>Objective:</b> To promote and incentivize a research culture among faculty and students			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>• Provide incentives.</li><li>• Organise sensitization programmes for faculty</li><li>• Provide leave and other concessions for researchers.</li><li>• Assist faculty to enhance research output, specifically, publication in peer reviewed journals.</li><li>• Faculty to be motivated to do research.</li></ul>	Management , Director , Dean and HOD's	Ongoing	<ul style="list-style-type: none"><li>• Manual for Researchers regarding incentives, leave and other concessions to be prepared</li></ul>

<b>Objective:</b> To increase the number of research projects and publications in reputed journals..			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
Allocate resources and provide incentives for faculty and students to undertake and publish high-quality research projects in reputed journals.	Management Director , Dean and HOD's	Two year	<ul style="list-style-type: none"><li>• Number of Research and Publications in Journals</li></ul>

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<b>Objective:</b> To establish a Research Knowledge centre with in the campus			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
Efforts to be taken to improve infrastructure requirement to facilitate research.	Dean	Ongoing	<ul style="list-style-type: none"><li>• 24x7 accessibility to resources</li><li>• Access to online resources</li><li>• Subscription to research Journals</li></ul>

<b>Objective:</b> To contribute to societal advancement through research projects.			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
Identify social problems and Address them through research outcome.	Dean	Ongoing	Number of student projects per year, its Outcome and impact to be Measured

  
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## II Student Environment

### Analysis

#### **Strengths:**

1. Faculty members are easily accessible to students to discuss their problems or concerns.
2. Supportive faculty who encourage students to achieve high academic performance.
3. Excellent student support system.
4. Value-added and skill-oriented courses offered to students.
5. Access to computing facilities and interactive learning.
6. Participation of students in co-curricular and extra-curricular activities.
7. Adequate infrastructure facilities.

#### **Weaknesses**


1. Lack of effective communication skills among students.
2. Large class size.
3. Lack of student exchange programs with other colleges.
4. Lack of research orientation among students.

#### **Opportunities:**

1. Development of student exchange programs.
2. Participation of students at national and international level activities.
3. Internship to gain practical knowledge.
4. Undertake small projects by students.
5. Need-based value-added/skill-based courses.

#### **Challenges:**

1. Effective utilization of student support facilities such as counseling and placement.
2. Lack of interest among students to take up value-added/skill-based courses.
3. General deterioration in the value system of students.

  
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## Strategic Action Plan

<b>Objective:</b> To monitor the progression of students academically and encourage them to achieve high academic performance.			
Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>• Continuous internal assessment to track academic progression of students.</li><li>• Appreciate and reward achievers.</li><li>• Encourage students to participate in national and international level conferences.</li></ul>	HOD's	Ongoing	<ul style="list-style-type: none"><li>• Measurement of academic progression, outcomes compared with previous performance</li><li>• Record of Appreciation of achievers</li><li>• Number of students Who have participated in conferences</li></ul>

  
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**Objective:** To provide opportunities for holistic development of students.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Organise curricular, co-curricular and extra-curricular activities and encourage student participation.</li><li>Conduct value based courses.</li><li>Encourage students to become members of professional bodies.</li></ul>	HOD's	Ongoing	<ul style="list-style-type: none"><li>Each student to participate in at least one co-curricular and extra-curricular activity</li><li>Behavioral outcome of value based course to be assessed</li><li>Departments to have student chapters in professional bodies</li></ul>

**Objective:** To provide a safe workspace and healthy environment for pursuing activities leading to excellence.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Workspace to be audited for compliance with safety standards.</li><li>Policy manuals to provide control and safety measures in laboratories.</li><li>Appropriate infrastructure set up for pursuing activities.</li></ul>	Dean	Ongoing	<ul style="list-style-type: none"><li>Conform with safety standards</li><li>Policy manuals to be prepared and updated at regular intervals</li><li>Infrastructure committee to assess requirements and fulfill the same</li></ul>



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<b>Objective:</b> To offer support through mentoring and professional counselling programmes			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>• Provide easy access to mentors.</li><li>• Ensure regular meetings between mentor and mentee.</li><li>• System to track progression of students.</li></ul> <p>Provide easy access to professional counselling</p>	HOD's	Oneyear	<p>Behavioural outcome to be assessed; measure efficacy of mentoring by assessing student behavior before and after mentoring.</p> <ul style="list-style-type: none"><li>• Impact of counselling on student mental health to be measured.</li></ul>

  
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**Objective:** To ensure overall progression, development, and empowerment of students through employability, entrepreneurship, and pursuit of higher education.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>• Create awareness among students on career choices available.</li><li>• Offer relevant skill based and value added courses.</li><li>• Provide training to students on employability skills.</li><li>• Organise entrepreneurship awareness programmes and create opportunities for students to exhibit their entrepreneurial skills.</li><li>• Track progression of students.</li><li>• Offer courses to crack competitive exams.</li><li>• Create awareness among students on higher education opportunities available.</li></ul>	Placement Coordinator,	One year	<ul style="list-style-type: none"><li>• Conduct awareness programmes on career choices</li><li>• Introduction of new courses based on industry requirement</li><li>• Offer training based on industry requirement</li><li>• Conduct entrepreneurship awareness programmes</li><li>• Monitor progression of students</li><li>• Training for writing UPSC exams</li><li>• Career guidance/ Counseling for every batch of students</li></ul>

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**Objective:** To encourage students' participation in seminars and conferences to broaden their outlook.

Action	Responsibility	Timeframe	Performance Measure
Faculty members to encourage student participation in seminars by guiding the min preparation.	HOD's	One year	Number of students who have participated in seminars and conferences

**Objective:** To ensure access to e-learning and computing facilities.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Adopt e-learning in teaching process.</li><li>Mandatory training in using computing facilities.</li></ul>	Academic Coordinators & HOD's	Ongoing	<ul style="list-style-type: none"><li>Record of e-learning in classroom</li><li>Training to be made Mandatory for students in bridge course</li></ul>

**Objective:** To improve communication with alumni

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Maintenance of updated alumni database.</li><li>Encourage alumni contribution in key areas such as placement, internal quality etc.</li><li>Information about college Activities to be passed on.</li></ul>	Alumni In-charge & HOD's	Ongoing	<ul style="list-style-type: none"><li>Number of meetings with alumni and its outcome</li><li>Measure/record contribution of alumni</li><li>Website to have dedicated alumni page</li></ul>

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<b>Objective:</b> To sensitize students on social issues and connect with community.			
Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Ensure student participation in activities Which impact society.</li><li>Ensure awareness about the Community through participation in extra-curricular activities.</li></ul>	Club Coordinator	Ongoing	Each student to participate in community based activity at least once during their period of study.
<b>Objective:</b> To provide support through facilitating mechanisms such as career guidance, placement cell, and grievance redressal cell.			
Action	Responsibility	Timeframe	Performance Measure
Strengthen Student support facilities.	Coordinators of Placement Cell and Grievance Redressal Cell		Existence of cell to be publicized.
<b>Objective:</b> To increase participation of students in sports by providing scholarships and other facilities to sports students.			
Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Deserving sports students can be admitted under sports quota</li><li>Scholarships can be provided to sports students</li><li>State-of-art sports facilities to be provided</li></ul>	Director and Management	One year	Percentage increase in participation of students in sports

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## III Campus Development

### *Analysis*

#### **Strengths:**

1. Well-maintained campus.
2. Locational advantage with good infrastructure.
3. Sufficient resources allocated for maintenance of campus.
4. TFT board in all classrooms to enable ICT-based teaching-learning.
5. Spacious classrooms with adequate furniture.
6. Adequate library facilities with more than 30,000 books and many journals apart from DELNET.
7. Dynamic website.
8. Adequate common facilities such as playground, restrooms, copious and safe drinking water, ramps for disabled students, etc.
9. Environment-friendly practices such as energy conservation, rainwater harvesting, solar panels.
10. ERP for managing the effective functioning of the institution.

#### **Weaknesses:**

1. Cramped workspace for faculty members.

#### **Opportunities:**

1. Renovations of Existing infrastructure
2. Provision of adequate workspace for carrying out research.

#### **Challenges:**

1. Mobilize and manage resources for maintenance of campus infrastructure.
2. Manage infrastructure vis-a-vis the growing needs of the institution.

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## Strategic Action Plan

**Objective:** To provide for adequate infrastructure/workspace for effective teaching-learning by Way of classrooms, laboratories, libraries, computing facilities etc.

Action	Responsibility	Timeframe	Performance Measure
Augment existing infrastructure and add new Facilities to effectively carry Out teaching-learning process.	Dean, Management	One year	Infrastructure requirements to be assessed on a regular Interval and updated

**Objective:** To provide adequate workspace for carrying out research activities.

Action	Responsibility	Timeframe	Performance Measure
Establish a resource centre with the required computing facilities and software.	Associate Dean	One year	Procure required software and other requirements

**Objective:** To make additions to infrastructure from time to time to augment the growing needs of the institution.

Action	Responsibility	Timeframe	Performance Measure
Space management to Effectively meet the growing needs of the institution. functioning of the institution.	Dean	Ongoing	Plan and utilize available space in an optimum manner

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## IV Administrative Excellence

### Analysis

#### Strengths:

1. Faculty development and orientation programmes for teaching staff.
2. Workshops for teaching staff.
3. Effective welfare mechanism.
4. Open and high-performance culture.
5. Comprehensive and effective feedback system.
6. Fair and transparent performance appraisal system.
7. Optimal utilization of financial resources.
8. Functional IQAC.
9. Satisfied stakeholders.
10. Good strength of social media followers.
11. ISO certified institution.

#### Weaknesses:

1. Highly qualified and experienced faculty.
2. Increasing administrative workload for teaching staff.
3. Limited opportunities for promotion of academic staff.

#### Opportunities:

1. Recruit and retain highly qualified staff.
2. Increase competence of staff, both academic and non-academic, through continuous training programmes.
3. Offer learning opportunities for staff.
4. Introduce academic exchange programmes.
5. Provide better workspace to carry out academic and administrative activities.

#### Challenges:

1. Recruitment and retention of qualified staff.
2. Identification of training needs of staff.



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## Strategic Action Plan

**Objective:** To attract and retain highly qualified and experienced teaching faculty, technical, and non-technical staff.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>• Use of multiple channels to advertise recruitment.</li><li>• Carry out employer branding activities.</li><li>• Offer attractive and on par Salaries and compensation packages.</li><li>• Recognition and reward to faculty for their excellence in research and teaching.</li><li>• Recognition of their contribution to the institution.</li><li>• Provision of appropriate working space.</li><li>• Grievances to be sorted out promptly and fairly.</li><li>• Espouse a culture of trust, openness and respect for each other.</li><li>• Effective welfare mechanisms to be made available.</li></ul>	Principal ,Dean & HR Assistant	Ongoing	<ul style="list-style-type: none"><li>• Efficacy of current advertisement channel to be checked and identify other channels</li><li>• Employee satisfaction index to be used to Measure satisfaction</li><li>• Plan for optimum utilisation of available working space</li><li>• Allow for objective feedback/ appraisals</li></ul>



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**Objective:** To provide training programmes.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Identify training needs using skill matrix.</li><li>Training to be continuous and effectiveness of training to be measured.</li></ul>	Dean,	Ongoing	<ul style="list-style-type: none"><li>Training programmes to be offered at least once a semester</li><li>No. of staff who are participating in Training programmes.</li></ul>

  
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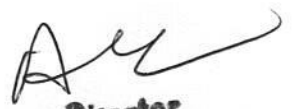


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<b>Objective:</b> To promote a fair and transparent system of performance appraisal.			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>• Performance appraisal to be done by a team of observers along with superiors.</li><li>• Training to be given to supervisors for objective appraisal.</li><li>• Performance measurement system to be communicated in advance.</li><li>• Evaluation to be communicated properly.</li></ul>	Principal, Dean, Academic Coordinators and HOD's	Ongoing	<ul style="list-style-type: none"><li>• Training for superiors for appraisal</li><li>• Formation of observers team at the beginning of year</li><li>• Discussion of appraisal outcome between observer and observed.</li></ul>

<b>Objective:</b> To review the reward/compensation programs.			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>• Provide attractive and on par salary and compensation.</li><li>• Rewards to be linked to performance.</li></ul>	Principal	Ongoing	<ul style="list-style-type: none"><li>• Performance linked allowance</li><li>• Onetime incentive</li><li>• Variable pay</li></ul>

  
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<b>Objective:</b> To ensure transparent and participative policy-making.			
Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Leadership to ensure decision making happens through a council of senior faculty.</li><li>Adopt decentralization in Decision making process.</li></ul>	Principal	Ongoing	<ul style="list-style-type: none"><li>Formation of Academic council to support decision making.</li><li>Procedure for decentralization to be made available.</li></ul>

<b>Objective:</b> To promote cordial relationships with stakeholders of the institution and increase their participation in the initiatives of the institution.			
Action	Responsibility	Timeframe	Performance Measure
Ensure interaction with Stake holders of the institution through PTA meetings, community outreach programmes, student council meetings, faculty meeting set .	Dean and HOD's	Ongoing	Meet stake holders at least Once a semester

<b>Objective:</b> To ensure proper financial management.			
Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Ensure budgeting and optimum utilisation of budget.</li><li>Ensure financial planning and its effective implementation.</li><li>Regular audit to check financial health.</li></ul>	Principal and Management	Ongoing	Annual Financial Audit Report



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**Objective:** To enhance the role of the Internal Quality Assurance Cell (IQAC) in the internalization and institutionalization of quality; raise the institutional capabilities to greater levels and ensure continuous quality improvement.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Review processes at periodic intervals to enhance quality.</li><li>Conduct academic audit of departments.</li><li>Organise seminars/workshops to ensure continuous quality improvement.</li></ul>	IQAC coordinator	Ongoing	<ul style="list-style-type: none"><li>Fix targets to be achieved and review the same.</li><li>Academic audit to be conducted at least once a year.</li><li>At least one quality oriented seminar to be organised every year.</li></ul>

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## V Excellence in Sports

### Analysis

#### Strengths:

1. Presence of qualified trainers and physical education teachers.
2. Availability of sports ground for practice.
3. Flexibility in academic schedule for sports students.
4. Voluntary participation of students in sports.
5. Magnanimous management to fund the sports students.

#### Weaknesses:

1. Lack of involvement of parents in their wards' progress in sports.

#### Opportunities:

1. Sports arena can be developed so that a wide range of sports activities are offered to the students.
2. Evolution of new games for women students to participate in.

#### Challenges:

1. Impending marriage and family commitments of women students hinder their progress.
2. Academic pursuit gets affected due to their participation in sports in some cases.

  
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## Strategic Action Plan

Objective: To train students to take up competitive sports.			
Action	Responsibility	Timeframe	Performance Measure
Integrate training in Competitive sports as part Of curriculum	Academic Coordinators and Physical Education HOD	Ongoing	Each student should have Excelled in at least one Competitive sports

Objective: To train students to excel in national and international level sports.			
Action	Responsibility	Timeframe	Performance Measure
Impart training to interested students to participate and excel in national and international level sports	Physical Education HOD	Ongoing	<ul style="list-style-type: none"><li>• Training process to be reviewed to estimate efficacy of training, students to be incentivized.</li><li>• Honors brought in by students at national and international level sports events.</li></ul>

Objective: To encourage students to develop their physical and mental health through yoga and meditation.			
Action	Responsibility	Timeframe	Performance Measure
Offer compulsory courses in yoga and meditation	Physical Education HOD	Ongoing	Each student to have taken up the course contributing to increased physical and Mental health of students.



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## VI Community Outreach

### Analysis

#### **Strengths:**

1. Presence of a wide range of clubs and forums to promote student participation in activities.
2. Voluntary, active, and maximum participation of students in activities.
3. Organizing relevant and need-based extension activities.
4. Excellent support from faculty members.
5. Camps and rallies have the desired impact on the society.

#### **Weaknesses:**

1. Customized programs for community yet to be organized.
2. Contribution of the institution is not widely publicized.

#### **Opportunities:**

1. Promotion of more social connect activities.
2. Impact of extension activities and community outreach programs on society, institution, and students can be measured.

#### **Challenges:**

1. Measuring the impact of community outreach programs on the holistic development of students.

  
**Director**  
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## Strategic Action Plan

<b>Objective:</b> To prepare at least 25 students to be part of the IAS/IPS/IFS/ RAS/RPS any other Administrative services.			
Action	Responsibility	Timeframe	Performance Measure
Training to be Given to Interested students to take up civil services Examinations	Hod	Ongoing	Number of students Representing the institution in the administrative Services

<b>Objective:</b> To ensure holistic development of students through self realization			
Action	Responsibility	Timeframe	Performance Measure
Goal setting and learning to Be imparted to students	All faculty	Ongoing	

<b>Objective:</b> To warrant social development of students through reducing waste and recycling.			
Action	Responsibility	Timeframe	Performance Measure
Impart knowledge on issues such as reduce, reuse And recycling	All faculty	Ongoing	

<b>Objective:</b> To promote cultural development through imparting training in performing and non-performing arts, traditional values, group singing, etc.			
Action	Responsibility	Timeframe	Performance Measure
Impart training in performing and non-performing arts	Coordinator	Ongoing	Each student to have taken up training in at least one performing or non-performing art.



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<b>Objective:</b> To promote institutional social responsibility.			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>Formulate plans and activities to promote institutional social Responsibility</li></ul>	Dean and Club coordinator	Ongoing	Each student to be Involved in at least one community outreach Programme
<ul style="list-style-type: none"><li>Involvement of all students In at least one community based activity.</li></ul>			

<b>Objective:</b> To publicise the role of the institution in community service.			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>Tie-up with NGOs or other bodies for various outreach and extension activities.</li><li>Website of the institution to highlight its community service activities.</li></ul>	Club Coordinator	Ongoing	<ul style="list-style-type: none"><li>Enter into MOUs with NGOs</li><li>Website to have a dedicated page for community service Programmes</li></ul>

<b>Objective:</b> To offer customized programmes for the immediate community through workshops/ seminars			
<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Performance Measure</b>
<ul style="list-style-type: none"><li>Survey to find requirement Of community.</li><li>Action plan and Implementation based on survey results.</li></ul>	Club Coordinator	Ongoing	Annual survey to be Carried Out and Actions Taken



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**Objective:** To motivate students to actively involve themselves in reaching out to the community through their extra-curricular activities.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Participation in community Outreach programmes to be made mandatory.</li><li>Link participation with credits.</li></ul>	HOD's & Club coordinator	Ongoing	Each student to have Participated in at least one community outreach programme to become Eligible for appearing the Last semester exam

**Objective:** To promote social connect activities.

Action	Responsibility	Timeframe	Performance Measure
<ul style="list-style-type: none"><li>Students to be oriented on the social connect activities.</li><li>Track the students' involvement in various social connect activities.</li></ul>	Club Coordinator	Ongoing	<ul style="list-style-type: none"><li>Orientation programmes in partnership with NGOs to be conducted</li><li>Reports and Student database relating to social connect activities to be maintained</li></ul>

**Objective:** To inculcate value based teachings to make students responsible global citizens.

Action	Responsibility	Timeframe	Performance Measure
Impart value based Education to students	All faculty	Ongoing	Feedback from community and other Stakeholders.