BARASAT COLLEGE

(Affiliated to West Bengal State University)
Kalyani Road, P.O. Nabapally, P.S. Barasat, Kolkata-700126
Phone:033-35564702, E-mail: barasatcollege72@yahoo.com
Website:www.barasatcollege.ac.in

INSTITUTIONAL DEVELOPMENT PLAN

About the College

Barasat College is a premier co-educational institute of higher education in the district of 24 Parganas (North), West Bengal. Since its inception in 1972, the college has been imparting higher education in Commerce, Arts and Science to the youth of this economically and educationally backward region of 24 Parganas (North).

The College can boast of its excellent location, which yields multiple advantages. The College has the National Highway no. 34 running just by the College gate, which makes daily commuting by public and private transportation very easy and less expensive for all. The College is also placed in the middle part of two connecting railway stations- Barasat Station and Hridaypur Station, which makes commuting through rail very easy, lucid and less expensive for all, particularly the poorer students of the College. The College is centrally located just in the middle of the District Headquarter, which makes all linked Offices, like that of the District Magistrate and the Municipality very close.

Most of the students of the college hail from the surrounding rural areas. It has been playing a path finding role and takes pride in producing a number of quality personalities who occupy privileged positions worldwide in the different fields.

At present about 7000 students is receiving education in Commerce, Arts and Science with Honours courses in almost all subjects available here. Being an affiliated college under West Bengal State University, college offers CBCS courses in all UG programmes. Spread over a campus of 1.25 acres approximately, the college provides a congenial atmosphere for teaching and learning. Established with the objective, among other, to empower the youth through dissemination of knowledge and thereby uplift the diverse classes and communities, the college has been able to make an impact in the society. Thus, the college is contributing to social justice and national development.

INSTITUTIONAL BASIC INFORMATION

Institutional Identity:

➤ **Name of the Institution** :   **Barasat College**

➤ **Address** :   **1, Kalyani Road,24Pgs(N), West Bengal, Pin-700126**

➤ **Type of Institution** :   **Government and Grant in Aid College**

➤ **Category** :   **Co-education**

➤ **Location: (urban / rural)** :   **Urban**

➤ **Website Address of the College** :   **www.barasatcollege.ac.in**

➤ **Whether grants received under RUSA (Y/N):**   **No**

Name of Head of Institution and Project Nodal Officers

Head and Nodal Officer	Name & Department	Mobile Number	E-mail Address
Principal	**Dr. Partha Pratim Dasgupta**	9836127366	parthapdasgupta8 @gmail.com
IQAC, Coordinator	**Dr. Prateeti Bhattacharyya**	9331265082	prateeti22@yahoo. com

Land Particulars:

Additional land information			Remarks		
Total area of land	Built Up Area	Type of land	Additional area under possession (encroachment, if any)	Type of land	Remarks
5058.58 Sq Met. Or 1.25Acre	2775sq.met	Residential	NA	NA	NA

Establishment Details:

Sl. No.	Establishment Details	
1	Year of Establishment	1972
2	Name of University to which Affiliated	West Bengal State University

Governing Body (GB) :

Date of constitution of GB	Total no of GB members at present	GB validity date upto	No of GB meetings conducted during the year from 1st April 2021 till 31 March 2022	Date of last GB meeting
NA	**NA**	**NA**	**NA**	**NA**

(Note: Administrator Appointed by Higher Education Department)

NAAC Accreditation and UGC Autonomy:

	Date on which accreditation was received	Grade	Valid till
1st Cycle	17.11.2006	B	16 October 2011
2nd Cycle	NA	NA	NA
3rd Cycle	NA	NA	NA

Current Faculty Details :

Subject Wise Faculty Details				
Subject	Sanctioned Post	Permanent Post	Total	Vacant
Commerce	05	07	12	01
Bengali	02	03	05	00
English	02	01	03	00
Education	02	01	03	00
Economics	01	00	01	01
Political Science	01	02	03	01
History	01	02	03	01

Sociology	02	02	04	00
Geography	02	04	06	00
Philosophy	01	00	01	00
Physics	01	01	02	00
Chemistry	01	01	02	00
Zoology	01	01	02	00
Botany	01	01	02	00
Mathematics	01	01	02	01(For Commerce)
Computer Science	01	02	03	00
Total	26	29	55	05

Non Teaching Staff Details:

Designation	Sanctioned	Non-Sanctioned	Total	Remarks
Librarian	02	NIL	02	
Clerk	06	NIL	06	
Cashier	01	NIL	01	
Typist	01	NIL	01	
Peon	04	01	05	One College Appointed
Guard	02	NIL	02	
Attendant	08	04	12	Four College Appointe
Bearer	01	NIL	01	
Generator& Pump Operator	01	NIL	01	
Sweeper	01	01	02	
Total	27	06	33	

Students' Profile:

Academic Information for 2021-2022

Sl. No.	Stream(Science/ Commerce/Arts)	Level (UG Level)	Course name (Hons / pass wise)	Duration in Months	Year of starting	Sanctioned Annual Intake
1.	**Arts**	**UG**	Bengali(H)	36	2001	115
			English(H)	36	2004	71
			Education(H)	36	1996	116
			Sociology(H)	36	2004	60
			Political Science(H)	36	2001	85
			History(H)	36	2001	93
			Philosophy(H)	36	2006	70
			B.A.(General)	36	1988	2666
2.	**Science**	**UG**	Botany(H)	36	2012	30
			Zoology(H)	36	2012	53
			Chemistry(H)	36	2012	30
			Physics(H)	36	2012	35
			Mathematics(H)	36	2012	33
			Geography(H)	36	2003	101
			Comp. Sc(H)	36	2004	35
			B.Sc (General)	36	2004	110
3.	**Commerce**	**UG**	**B.Com.(H)**	36	1978	305
			B.Com (General)	36	1972	220

Enrolment: 2021-2022 (As Per Admission Record):

Student Details	Admitted
Total No. of students in all programs (1st to 6th Semester)	7075

No. of Seats Filled up	No. of Sanctioned Seats	Percentage
3532	3959	89.21

Sl No.	Student Details	Admitted
1	Total No. of students in all programs (1st Sem)	3532
2	No. of women students in all programs(1st Sem)	1793
3	No. of SC students in all programs(1st Sem)	678
4	No. of ST students in all programs(1st Sem)	27
5	No. of differently abled students in all programs(1st Sem)	Nil
6	No of OBC students in all programs(1st Sem)	599

No. of Actual students admitted from reserved Category(1st Sem)	No. of Seats Earmarked for the Reserved category(1st Sem)
1304	1779

No. of Final Yr. students passed in University Exam	No. of final Yr. students appeared in University Exam	Percentage(Pass)
1567	1579	99.24

Subject Wise Student Details (Degree) (Sanction and Admission)-2021-2022

Sl No	Name of the Stream (BA/BCom/ BSc)	Name of the course	Sanctioned strength in 2021- 2022	Admission in 2021- 2022
1.	B.A.(Hons)	Bengali(H)	115	66
		English(H)	71	44
		Education(H)	116	79
		Sociology(H)	60	32
		Political Science(H)	85	49
		History(H)	93	56
		Philosophy(H)	70	25
2.	B.Sc(Hons)	Botany(H)	30	09
		Zoology(H)	53	46
		Chemistry(H)	30	08
		Physics(H)	35	12
		Geography(H)	35	09
		Mathematics(H)	33	09
		Comp.Science(H)	35	08
3.	Commerce(Hons)	Commerce (H)	305	180
4.	B.A.(General)		2397	2666
5.	B.Sc.(General)		110	91
6.	B.Com(General)		220	90

Expenditure of College 2021-22:

Expenditure excluding Salary Component(In Lacs)	Expenditure for Infrastructure Development and Augmentation (Excluding salary) in Lacs	Expenditure incurred on maintenance of Infrastructure(Physical and Academic Support in Lacs
79.30317	10.83299	62.88994

e

Introduction to IDP

The IQAC Committee of the college has undertaken the mission of designing an Institutional Development Plan for a period of fifteen years commencing from Academic Year 2022-2023 to Academic Year 2036-2037 for balanced growth of the college. The Quality Indicators of different criteria determined by National Accreditation and Assessment Council (NAAC) have been taken into consideration as the base to create Quality Radars and to make out milestones for the future.

Guiding Principles of IDP, Barasat College

The IQAC Committee has considered the following main objectives for preparing the Institutional Development Plan:

I. *Vision Statement of the College*

The Barasat College shares the wisdom of the traditional Indian vision of education, that aims at comprehensive development of the potential of the human resource of the society. The emblem of the Barasat college embodies the two keystones of the vision of this educational institution. **"Sangachhadhwang SangbadDham".** Let us move ahead in unison, march forward in harmony, think together and raise our voice in chorus to lead us to the ultimate freedom, that can only be imparted by knowledge **"Sa Vidya Bimuktaye".** Barasat College carries the torch of education to spread the light of knowledge and illuminate even the farthest corners of the society. The vision of the institution is to provide maximum educational facilities to the learners belonging to the weaker and underprivileged section of the society, coming from rural and semi-urban area and to enrich them in their academic field as well as carrier-oriented field.

II. *Core value of NAAC -*

- Contributing to National Development
- Fostering Global Competencies among Students
- Inculcating a Value System among Students
- Promoting the Use of Technology
- Quest for Excellence

III. **Quality Policy of the college**

Barasat College is committed to a culture of quality enhancement through a process of continuous quality improvement in all its endeavors, namely, teaching-learning, research, student support and

extension services. For all round development of the students, the college is committed to provide platforms to focus on various areas of education, art and knowledge. The quality policy is also communicated and understood by all stakeholders within the college and is reviewed for continuing suitability. The policy is embedded in the process of self- evaluation and continuous improvement.

IV. Guidelines of National Education Policy-2020

As per NEP 2020, the purpose of the education system is to develop good human beings capable of rational thought and action, possessing compassion and empathy, courage and resilience, scientific temper and creative imagination, with sound ethical moorings and values. The policy aims at producing engaged, productive, and contributing citizens for building an equitable, inclusive, and pluralistic society as envisaged by our Constitution.

Aims and Objectives of the Institutional Development Plan:

The basic objective of the Institutional Development Plan is to make students a successful citizen by improving the quality and infrastructure of educational institutions. Based on the Institutional Development Plan, the college will develop initiatives, assess the progress and reach the goals set therein, which can then become the basis of Government funding.

Considering the background of the college as an institution imparting quality education in Commerce, Science and Arts, the college has identified the broad aim of IDP as follows:

- To create a supportive academic environment for students ingrained with sincerity, discipline and commitment.
- To institute a sustained quality system embedded with a conscious, consistent and programmed action
- To Develop multilingualism diversification.
- Designing -Graduate and Post Graduate as per the job market.
- Making Curriculum more interesting.
- Research & Innovation-Development plan.
- Infrastructure and Green Campus Development.
- Information and communication Technology & IT enabled smart classes; ¸ Academic-Industry Relationships.
- Social Outreach.
- To make skilled manpower through effective use of emerging technological tools and to bridgethe gap between social needs and higher education.

SWOC MATRIX FOR BARASAT COLLEGE:

Strengths:

● Started in 1972, Barasat College is one of the premiere education institutions in the state of West Bengal and the goodwill acquired by the college over the years is a permanent strength.

● The institution has a very vibrant and academically oriented faculty.

● The college has Language Lab, Geography Lab, Physics Lab, Botany Lab, Zoology and chemistry Lab and video conferencing facility. It has a Museum, automated Library system, Rain Water Harvesting, Multi Gym.

● Well ventilated ICT enabled classrooms, seminar halls, conference hall, auditorium and library.

● Well maintained Botanical Garden with medicinal, provides aesthetic satisfaction.

● Cooperative and devoted nonteaching staff.

● The alumni of the college serve in various capacities as entrepreneurs, advocates, academics, journalists, civil servants, writers, activists, political leaders and social workers.

● The college constantly engages in community linkage programmes.

Weaknesses:

● Deterring socio-economic condition of the students comes on the way of their learning process.

● Limited academic flexibility since the institution is implementing university curriculum.

Opportunities:

• College seeks to strengthen the quality of community outreach activities planned in collaborations with industries.

• Technology mediated teaching and learning offers opportunities for evolving flexible curriculum.

• To improve Add on courses and other post-graduation courses to make students confident and knowledgeable for getting placed.

• Vocational Courses can be offered to enhance students' employability.

Challenges:

● Delay in sanctioning of vacant posts by the government is a hurdle.

● Often the students coming from vernacular background lack proper communication skills.

● Students are yet to have many choices of subjects as expected from the CBCS curriculum leads to getting admitted in the institution having more choices.

● Unemployment has become a threat to the traditional learning without having practical exposure in the curriculum. Students passing from the institution through general Arts and Commerce modes get limited employment opportunity.

● The full potential of Alumni is yet to be tapped so far as more developmental work is concerned.

● The college needs to introduce more skill-oriented programmes to cater to the social needs.

● Implementation of New Education Policy 2020.

PLANNING FOR IMPLEMENTATION OF NEP 2020:

STEP I
Analyzing the present scenario in terms of 'Access', 'Quality' and 'Future Readiness"

Access	
Equity including Gender Parity	• The college fosters equal opportunity to all. • Organising various programmes on gender equity • Preparation of gender sensitization action plan • Undertake Gender audit in the college campus.
Inclusion including Socio-economic Deprived Groups (SEDGs)	• Barasat College, affiliated to West Bengal State University, adheres to the reservation policy of the Govt. of West Bengal, with respect to the admission of students to various programme offered in the college. • College sticks to the Fee waiver Policy of the Govt of West Bengal. • Provision of regular mentoring of the students. • Face-to face Counselling of the students.
Measures for increasing access including online and Open and Distance Learning (ODL) education	• Own Leaning Management System for online learning. • Use of online platform for teaching-learning process. • Online access of N-LIST, DELNET and World E-book Library for students/faculties
Increasing access through Indian languages	• Teaching-learning process is done through Bengali language along with English as per guidelines of affiliating University

Quality	
Multidisciplinary and holistic education	• Barasat College is offering B.Com, BA and BSc, programmes under West Bengal State University. • Offering various Add on Courses in addition to regular programmes.
Flexibility of courses and student mobility-multiple entry and exit	• UG courses are running as per new CBCS under WBSU, however, the multiple entry and exit system is yet to be implemented by the affiliating university • Offering various value added and skill based Add on Courses
Indian Knowledge System	• Students can enroll themselves in various Add on Courses of Indian Knowledge System, for e.g, Value Education, Human rights etc. and they can also enroll them in various add on courses relevant to their curriculum.
Research, Innovation and Ranking	• Teachers regularly publish papers in reputed journals. There are recognized Research Guides in the college under various departments of West Bengal State University
Capacity building of faculty	• Providing drinking water facilities, toilets, teaching aids, libraries, laboratories, and an overall pleasant college campus. • ICT equipped classroom • Encourages faculty members to participate in FDP, Workshop, Seminar by sanctioning duty leave, sponsoring registration fee.

Future Readiness	
Enhancing employability through internship/apprenticeship	• The College has Career Counselling and Placement Cell under which various career counselling programme and coaching for competitive examinations are organized. • Looking for offering few skill based Add on courses
Transforming education through integration of technology	• College has developed its own Learning Management System for online mode of teaching-learning. • The central library of the college facilitates the access of DELNET, NLIST e-Sudhsindu, Sudhganga, and e- pathshala to the readers. • Use of various online platforms for teaching-learning process • Establishment of Video conferencing.
Accreditation for quality education	• College is accredited by NAAC (1st cycle, 2006)- Grade B with CGPA 2.81
Internationalization	• No step has yet been taken
Governance	• The governance is taken care of by the Administrator constituted by Department of Higher Education, West Bengal with Principal as the member–Secretary • Implementation of e-governance in various areas of operation, namely, administration, finance, students admission and examination.

STEP2

Strategic Plan Of action of the Institution in Lines with NEP 2020:

Administrative Plan:

Targets:

➢ Effective coordination among all domain

➢ E-governance,

➢ Continuation of Transparency

➢ Decentralization

Strategies:

- Devising an overarching plan to oversee functioning of all domains.
- Institutional Plan with specific targets for the desired outcomes
- Online transaction, digital record keeping for paperless administration
- Democratic decision making through participation of all
- Computer literacy for all
- Introducing Management Information System (MIS)

Infrastructural Plan:

Targets:

- State of the art infrastructure
- To cope up with NEP 2020 requirement

Strategies:

The priority initiatives under the college Master Plan

- Construction of New Academic Building,
- Library Automation & Enrichment
- Construction of Hostel for Girls Hostel.
- To equip every Class Room with ICT facility, increase thenumber of Digital and Smart classrooms.
- To augment the present premises into a Green and Eco-Friendly Campus, (adoption of trees by every student and teacher, MoU with Forest Deptartment and organizations involving with environment))
- Renovation of Toilet and Water Supply Facility
- Development of College Playground and construction of Sports Complex.
- Cafeteria with Photostat, printer and other stationeries in all building premises.
- Solar energy for alternative power supply
- Rainwater harvesting renovation.

Curriculum and Pedagogy:

Targets:

- Achievement of distinction in and recognition for innovative pedagogy
- Students' extensive success in National level entrance tests, Public Service Commission examinations etc.
- To produce skilled, employable and responsible professionals Faculty empowerment
- To ensure students' holistic development
- To contribute to the increase of Gross Enrolment Ratio (GER) of Higher education

Strategies:

➤ To evolve an innovative and dynamic learner-centered pedagogy which is research-based and ICT enabled.

➤ Integrating Skill-based/Vocational Courses with General Education.

➤ Mapping of students' skills for better employability.

➤ Integrating ancient and modern knowledge system in the curriculum with special thrust on Indianized knowledge through value-added courses on ancient· traditions, philosophy, value system, Yoga, and Life Skills.

➤ To foster the spirit of inquisition, and promote independent and critical thinking

➤ To encourage students to relate the curricula and domain knowledge to contemporary real life situation.

➤ To take initiative for Pulling more nos. of Students by introducing P.G. Courses.

➤ Academic Exchange through MoU/Linkage with other institution in National and International level.

➤ Special Cell for Regular Coaching for different level Competitive Examination and Placement.

➤ Optimum use of technology-based education platforms, such as DIKSHA/SWAYAM;

➤ Installation and Up gradation of New Laboratories. (GIS Lab, Language Labs etc.)

Multidisciplinary and Holistic Quality Education:
Target:

➤ Holistic Development of the students (intellectual, aesthetic, social, physical, emotional, and moral development in an integrated manner)

Strategies:

➤ Preparing the Roadmap for curricular reforms in a phased manner, focusing on multidisciplinary and holistic approach.

➤ Encouraging the students to participate in Co-curricular activities.

➤ Introducing community-based vocational/ skill-based courses;

➤ Enhancement of sports/ recreation facilities;

➤ Developing creative and critical thinking through club activities.

➤ Integrating Sports, Yoga and Performing arts.

➤ Introduction of Centre for Cultural and Gender Studies.

Optimum Learning Environment and Support for Student:

➤ A robust mentor-mentee system for constant guidance, counselling and grievance redressal.

➤ Strict enforcement of all no-discrimination and anti-harassment rules.

➤ Active participation of students in co-curricular, community-based extension activities andother committees/ cells/ clubs relating to students' welfare.

➤ Fully Wi-fi Campus.

➤ Enhancement of Online learning and assessment system.

- ➢ Medical Support Facilities.

- ➢ Health Insurance for all the students.

- ➢ Industry linkage for employment generation

- ➢ Exploring the possibility to introduce Earn While You Learn Scheme to support deserving students.

- ➢ Focus on sensitivity towards diverse gender, social, cultural and religious identities;

- ➢ Mechanism for students' wellness such as physical and mental health, psycho-social well-being and sound ethical grooming.

Motivated, Energized and Capable Faculty & Faculty Empowerment:

- ➢ Faculty Induction Programme for newly recruited faculty.

- ➢ Institutional effort to ensure incremental progress of the faculty.

- ➢ Promoting the faculty for research projects and collaborative research.

- ➢ Institutionalization of research promotion policy.

- ➢ Empowering the faculty to adopt innovative pedagogical approaches to enable them toperform creatively.
- ➢ Faculty Development workshops/ seminars.

- ➢ Developing the library as the centre of attraction for the learning community

- ➢ Mechanism to incentivize the outstanding teachers through appropriate rewards,recognitions, and by assigning important administrative responsibilities.

Research Plan:

Targets:

- ➢ To enhance research engagements to contribute to the creation of new knowledge.

- ➢ To increase number of research programmes by identifying potential and relevant areas of research.
- ➢ To increase number and quality of Research contribution.

- ➢ To integrate research into pedagogic exercises.

- ➢ To disseminate the research outcomes and to find ways for its application.

Strategies:

- ➢ To galvanize the functioning of Research and Development Council by organizing motivationaland orientation programmes on research at regular intervals

- ➢ Action groups/ task forces to oversee various concerns/ domains of research
- ➢ Publication of Research works in reputed, recognised and High impact Factor journals
- ➢ To undertake research programmes from leading National and Global funding agencies
- ➢ To motivate and help Students for undertaking Research Project
- ➢ Seed Grants for Faculty to undertake Research Project
- ➢ To Convene National/International Seminar/Workshop

2.8 Social Responsibility Plan:

- ➢ CSR by establishing a Research Centre
- ➢ Village adoption and School adoption
- ➢ Enhancement of Community projects and outreach Programme (Tree Plantation, Cleanliness drives, blood donation, Survey on Literacy, Health, Socio-economic Status and Drinking water)
- ➢ Financial assistance to economically backward students.
- ➢ Support during Natural Disaster

STEP3
Mission of the Institution to identify goals, Strengths, Opportunities, Priorities and commitments:

Mission to identify goals:

Through three-phased manner vis-a-vis close monitoring of the changing scenario, changing of the existing goals as per requirement and then setting new goals so as to meet the rising demands. The college engages different bodies ranging from the Governing Body to the Students' Union for realizing the mission of identifying its goal.

Mission to identify Strengths, Opportunities:

Regular rigorous and objective SWOC analysis of the College in general and other constituent Units/Bodies.

Mission to identify Priorities:

Requirements of the students are exclusively taken care of while it is a matter of identifying the priorities of the institution. The rising demands and the feedback from the stakeholders are the key to the execution of the mission for identifying priorities.

Mission to identify commitments:

Emphasis is exclusively laid on the matters of social as well as local and national relevance for identifying the institutional commitments. The institution tries to realize its commitments through holistic development of the students.

Identify the Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps and develop the process to mitigate these gaps.

1. **Strengths and Capacity of the Institution (human and financial) in regard to organizational gaps**

   - ✓ Facilitation of an ambience of work culture conducive to the qualified, dedicated, energetic and experienced facultymembers of the college in a systematic way for achieving better outcomes.
   - ✓ Undertaking more community engagement programmes to facilitate collaborative venture with neighboring societyof rural background.
   - ✓ Augmenting proactive leadership role involving schools and other educational institutions of the greater Barasat area to enhance quality education since the college is the only HEI within 10 km radius.
   - ✓ Proper utilization of land belonging to the college to generate own source of income.
   - ✓ Proper utilization of sport facilities of the college such as well-equipped multipurpose gym, badminton court, table tennis, Arm-wrestling bench etc. to produce more sport personalities of national and international repute.
   - ✓ Collective and joint venture with Agar cultivation and industry of the region to facilitate entrepreneurship.
   - ✓ Undertaking more linkage and collaborative study programmes with nearby HEIs to enable productive learning.
   - ✓ Proper utilization of well-equipped computer lab will augment computer knowledge among the students.

   - ✓ Admission of students across all communities and areas who are socially and economically marginalized including the provision of admission of the transgender students
   - ✓ Cordial relationship among all the stakeholders
   - ✓ Internal complain committee, Anti-ragging committee, anti-sextual harassment committee arein place

2. **Process to mitigate the organizational gaps**

   - ✓ Team work will be formed at micro level with different areas of interest to develop work culture.
   - ✓ Rewards will be granted to the dedicated faculty and other members of the college for their outstanding works to motivate them.
   - ✓ Apply to university, Govt of West Bengal and other agencies to start new programme.
   - ✓ Rural Areas lagging behind in education, health and sanitation, gender sensitization, culture, sports, environment etc. will be identified and adopted.
   - ✓ Outreach programmes covering those areas will be undertaken in adopted villages.
   - ✓ Schools of surrounding area with special needs will be identified and adopted for help.

   - ✓ Talent hunt programmes in different areas of sports will be conducted in the college.
   - ✓ Relation with sports authority of different levels will be maintained to impart better training to the talented students
   - ✓ Competition of different sports at district level will be organized in the college to motivate talented students.
   - ✓ Skill development and entrepreneurship programmes will be organized in the college in collaboration with appropriate authority.
   - ✓ MoUs will be signed with HEIs in National and International Level.
   - ✓ Enhancement in Students and faculty exchange programmes will be conducted with nearby HEIs.
   - ✓ Appeal to NGOs and philanthropic persons/groups for sponsoring the socio-economically

disadvantaged groups.
- ✓ Allocation of budget to construct more classrooms, laboratories, ICT assessors, drinking water facilities, toilets, gymnasium, sports facilities, hostels, well equipped health center, and other support services including disabled-friendly facilities
- ✓ Apply for various grants to Central and State Govt to augment all infrastructure
- ✓ Allocation of budget for ERP management

Step 5:

Identify institutional goals- Long term and Short term.

Overall Goals:

1. Barasat College aims to be one of the top colleges as per the NIRF Ranking by 2030. The college aspires to be in the list of top colleges in the country in various rankings done by government and other media and organizations.

2. Creating a strong academic culture with high student-faculty ratio, excellent learning resources, skill and attribute-based curriculum and high-quality faculty resources.

3. Develop and nurture student diversity by attracting students from various parts of the society. And thereby develop an environment of appropriate mix of learners. Barasat College endeavors to strengthen faculty diversity by inviting guest faculties through faculty development programs in necessity with prior permission of the Higher Authority.

Long Term Goals:

- To develop the College into a Centre of excellence, which shall provide desired scope and opportunity for the young learners in an inclusive way to pursue their dreams of acquiringin depth knowledge and essential skill of global standard.
- To convert human resources into a cognitively empowered, holistically developed and committed manpower offering significant contribution towards nation and world at large.
- To continue to serve with dedication in the field of higher education to meet the changing needs of society and develop responsible individuals.
- To continue to pursue ethical conduct and a high order of integrity in all spheres of institutional functions.
- To continually assess the institutional risk and provide a safe and secured environment to the stakeholders.
- To develop and maintain significant networks between Institution, alumni and industry.

- To upgrade the college to a multidisciplinary centre of learning.
- Knowledge creation and innovation
- To increase access, equity, and inclusion

Short Term Goals:

Under Short Term Goal, the college keeps in its list of priority some urgent needs which are to be fulfilled at the earliest possible. These can be shortlisted as-

➢ Readiness to implement NEP 2020.

➢ Curriculum upgradation as per requirement so as to make the students ready to fulfill global demand.

ACTION PLAN TO REALIZE STRATEGIC GOALS

Goal 1: Barasat College aims to be one of the top Colleges as per the MHRD Ranking by 2030.

According to NEP 2020, Colleges are envisaged to have a large scale of operations focused on research and learning. In the Institution focus will initially be given on its teaching and learning competency and gradually attention will be shifted to a research focused college. The achievement of other goals envisaged in this IDP will determine the execution of Goal 1.

The action plan focuses on creating a governance and administrative structure than can facilitate the realization of IDP goals.

- Strengthen the administrative process and governance mechanisms benchmarking with top colleges of the country through

  • Active governing body consisting of eminent academicians and industrialists.

  • Proper succession planning and career advancement schemes that enable smooth transitions in the top management positions.

  • Creation of administrative policies and ensuring the transparency and ownership of these policies at all departments of the college.

- Strengthening the HODs through delegation and proper authority and allocation

  • Ensure that key roles are handled by people with experience and competency through transparent and efficient CAS and recruitment wherever deemed necessary.

  • Barasat College already has tie-ups with Firms, Organizations, Institutions etc. The

Institution will strengthen the Industry-Academia, Entrepreneurship Development, Student Welfare relations with more manpower and resources to foster new tie-ups with reputed agencies.

🍀 Strengthening the student diversity and thereby creating an atmosphere of excellent learning through

• Proper metrics that will be developed for evaluation of the relationship in terms of faculty exchanges and student exchanges.

• Encouraging the departments to identify areas where global linkages can be utilized.

• Ensuring that proper feedback would be given on the performance of the learners on their learning outcomes.

• Barasat College wants all departments to develop a system where the assessment reports are discussed and necessary actions are taken on weaker outcomes.

Goal 2: Creating a strong academic culture with high student-faculty ratio , excellent learning resources, skill and attribute-based curriculum and high- quality faculty resources

🍀 NEP has put focus on skill development among the student community. Barasat College would like to have the students develop key competencies like Leadership, Teamwork, Communication Skill, Social Sensitivity etc. The Institution believes that these skills are developed in students by encouraging them to participate in various extra-curricular events and inter-collegiate competitions.

🍀 The institution will increase faculty engagement with students aimed at augmenting the students' life- transforming experience and favouring the development of their abilities, skills, and competencies through the effective mentoring program. The College will invest in training its faculty members to become excellent mentors for our students thereby enriching the student's life at Barasat College.

🍀 Barasat College commits to continue and strengthen efforts to innovate the teaching model, enhancing the use of interactive methodologies, tools, and technologies aimed at improving the learning process of students.

🍀 Fine-tuning of the number of faculty in terms of the number, quality and competency of the learners. We will ensure that all departments under Barasat College would have an adequate number of faculty resources to pursue teaching and research.

🍀 MOOC is a game- changer in the delivery of education. Barasat College has introduced MOOCs programs for internal and public consumption.

- Create an effective Information Technology (IT) platform and infrastructure that support the college.

Goal 3: Develop and nurture student diversity by attracting students from various parts of the society. The Institution also endeavors to strengthen faculty diversity by inviting guest faculty members with prior permission of the Higher Authority

- Barasat College will create a necessary infrastructure that will facilitate easy socialization of the new members who come from different parts of the society. The infrastructure includes all the facilities which supports the diverse culinary needs of the members.

- The institution will ensure that all departments will give appropriate attention and focus on increasing the diversity through effective monitoring. The departments will include diversity as an important pillar in their strategic plan.

- Necessary infrastructure would be developed to support the internationalization of the various programs.

- Barasat College would encourage its faculty members to develop competencies required to teach in a globally recognized institution.

- Barasat College will encourage inter-departmental collaboration in Research and Publication.

- The College would encourage each department to have their own journal and ensure that it matches international standards.

Goals: Long-term (15 Years)

- Aim to become multidisciplinary institutions by 2037.

- Tie-ups with international universities for collaborative academic and research programmes.

- Establishment of advanced Incubation Centers and technology development centres in frontier areas of research/ innovation with greater industry academic linkages.

- Achieving 50 per cent Gross Enrolment Ratio (GER) in higher education including vocational education.

- To introduce PG courses in Commerce, Arts and Science Stream.

- Implementation of the remaining targets relating to Research, Innovation and Ranking as envisioned in NEP-2020.

Step 6:

Institutional level Challenges: Long Term and Short Term:

➢ Implementation of NEP-2020 and its ramification is a major challenge

➢ To create more faculty position

➢ To overcome the hurdle arousing out of Minimum Academic Autonomy

➢ To increase the number of students

➢ To meet the requirement of Lab facilities including GIS and Language Lab.

➢ To convert the unused land area into a productive asset.

➢ To negotiate the problems arising from delayed appointment

➢ To attain adequate diversity and flexibility in the curriculum and evaluation

➢ To make internet facility exclusively available

➢ Full potential of alumni is yet to be tapped

➢ Paucity of funds due to which developmental workers in the college suffers to some extent

➢ Career concerns , peer pressure, parents pressure, socio –economic backwardness of the areas from which students come are some challenges

Step 7

Develop a workable hypothesis to mitigate and overcome the challenges in a phasedmanner

Hypothesis to Mitigate the Challenges	Time Line (Years)		
	5	10	15
Mass awareness in the grassroot level by faculty and students			✓
Organising workshop/session toencourage and inspire the faculty by proper resource persons		✓	
Apply for Govt grants	✓		
Search out alternative fund		✓	
Appoint faculty in sanctioned post and tenure-based faculty as	✓		

andwhen needed with prior permission of the Higher Authority			
Providing training to introduce programme on Indian knowledge system			✓
Introduce programme on Indian knowledge system basic requirement(Academic and Community based research)		✓	
Organising programme related to CPD	✓		
Incentivised in terms of reward and felicitation after the application of knowledge and experience gained in the teaching-learning, research and other	✓		
Organise awareness programme and Organise workshop (For IT facilities)	✓		
Appeal will be made to NGOs and philanthropic persons/groups to extend their financial help to the students fromsocio-economic deprived group (SEDGs)		✓	
Orientation towards multidisciplinary education for increasing enrolment		✓	
Raising the qualitative parameter for teachers	✓		

Step 8:
Develop strategies to promote leadership

It is expected that the Leaders of an HEI will demonstrate strong alignment to Constitutional values and the vision of the institution, along with attributes like, trust in team work, ability to work with diverse people, strong social commitment with a positive outlook.

The following initiatives will be undertaken to promote leadership skillamong the faculty members,

- Identification of excellent faculty with leadership and management skills
- Inculcating the values of honesty, accountability, social responsibility and enhancing emotional intelligence
- Creating an ambiance and culture of team work and team spirit.
- Teaching, research and services will be incentivized through appropriate rewards and recognitions and will be encouraged and motivated to be an institutional leader

- Engaging faculty at all levels with strategic direction and decision-making capacity which will help to encourage them to pursue leadership roles
- Organise leadership training for all faculty, particularly women
- Encouraging Employees to make their own vision
- Provide mentoring to the faculty members by present academic administrators of the college

Step 9:

Develop mechanism to ensure 'transparency' in governance

The following initiatives will be helpful to ensure 'transparency' in governance

- Constituting Governing body of the college with highly qualified and responsible persons
- Implementation of full-flagged e-governance in various areas of operation, like, administration, student admission and support, examination and finance
- Availability of information about college in the college website
- Disclosure under section 4(1) (b) of The RTI ACT, 2005
- Active Grievance redressal system
- Undertake regular Financial Audit by CA and Govt. Auditor
- Admission of students by following the Govt rule, strictly on merit basis

Step 10:

Action plan for phase-wise implementation of the perspective IDP with specifictimelines

Proposed plans	Action plans	Timeline (years)		
		5	10	15
• Offering new programmes like integrated BEd and more BVOC, PG in all the subjects.	• Apply to proper bodies for permission to introduce the programme • Apply to Govt. for recruitment of faculties for the programmes • Framing a track record to know the learning outcome		√	
• Convert into a self-governing degree granting autonomous institute of higher education.	• Work towards for getting at least 'A' grade by NAAC • Apply to UGC for granting autonomy		√	
• Undertake courses (diploma/ certificate) on gender related issues	• Preparation of syllabus of the courses • Procurement of study materials	√		
• Offering more Add On Courses on various cross-cutting issues, like, Value Education, Human Rights, Web Designing, Bee Keeping, Mushroom Cultivation, Folk and Performing Arts, Knowledge of Self, Vedic Mathematics, etc to encourage multidisciplinary and holistic education	• Preparation of syllabus of the courses • Procurement of study materials • Augmentation of laboratory infrastructure as required	√		
• Provision of bridge courses for students of disadvantaged educationally backgrounds.	• Identification of the students • Identification of the gap where bridge courses will be required • Assigned teachers • Preparation of Teaching plan and Lesson	√		

	plans of the courses by the assigned teachers			
• Regularly organising students' visit to places of importance to know the history, scientific contributions, traditions, indigenous literature and knowledge as a part of holistic education.	• Budget allocation for the students' visit • Application for Financial grant from competent authority • Seeking permission from respective competent authorities • Establishment of MoUs/linkages with the competent authorities as and when possible • Incorporating the visit schedule in the academic calendar	√		
• Introduction of new pedagogy that supports student-centric learning.	• Organise faculty development programme • Organise in-house interaction session to discuss and share the idea and knowledge of the faculties	√		
• Creating online educational resources which students can use for independent learning	• Strengthening own Learning Management System • Continuation of subscription of n-list	√		
• Establishment of MoUs with industries for better industry-academia relationship	• Explore the industries available in local, regional and national level • Communicate them for information • Organise seminar/workshop and invite the resource persons from industry		√	
• Providing opportunities for internship with local industry, artists, craftspersons etc., and research internship with other higher education institutions or research institutions.	• Explore the industries, artists and craftspersons available in local level • Establish MoU with other HIE/research center and communicate them for information • Organise seminar/workshop and invite the resource persons • Organise students' visit • Budget allocation to organise the programme	√		

	• Application for Financial grant from competent authority			
• Refine quality based education and student exchange programmes	• Organised FDP as a part of Continuous Professional Development of faculty so that they can experience the present education scenario of the national and international level • Establish linkages with HEIs of repute for student exchange	√		
• Providing counselling and mentoring system to all students	• Incorporated Mentoring as an integral part of Academic Policy of the college • Assigned teacher-mentor to each student • Organise regular session with mentors-mentees • Organise FDP on mentoring • Establish MoUs with counsellor for mental health of the students • Organising face-to-face counselling session	√		
• Establishment of more Students Clubs to nurture the creativity and skills of the students and organise various activities under these clubs.	• Explore the possibility and opportunity to establish the students clubs • Assign in-charges from staff to look after the activities of each club • Assign student leader of each club which may help to develop leadership quality in them	√		
• Providing with sufficient basic infrastructure and facilities, including clean drinking water, clean working toilets, blackboards, offices, teaching supplies, libraries, labs, and pleasant classroom spaces and	• Apply to concerned authorities for infrastructure grant • Preparation and submission of proper plan and estimate along with DPR to the concerned authority • Budget allocation for proper maintenance of the unfractured			√

campuses.				
• Regular upgradation of the campus infrastructure according to the changing needs and frequent maintenance of the same	• Infrastructure augmentation is related to the introduction of new programme/student support service • Apply to concerned authorities for infrastructure grant • Preparation and submission of proper plan and estimate along with DPR to the concerned authority			√
• Providing 100% ICT enabled classrooms for teaching-learning.	• Apply to concerned authorities for infrastructure grant • Budget allocation for augmentation of the same • Organing orientation programme for faculty on use of various tools of ICT in teaching-learning		√	
• Provision of financial assistance and scholarships for the students of socio-economically deprived group.	• Identify the students of socio-economically deprived group • Apply to concerned authorities for grants • Appeal to philanthropic person/groups for donation			
• Encourage start-up and entrepreneurship	• Establish MoU with Govt/NGOs to undertake related activities • Strengthening Institutional Innovation Council • Explore the possibilities of local start-up avenues • Apply to concerned authorities for funding		√	
• Framing of Gender sensitisation action plan and its implementation	• Assign a committee to study the gap and prepare the gender sensitisation action plan • Organise related workshops/activities to aware the staff and students	√		
• Hostel facilities for the desired	• Assign a committee for need based study		√	

students	• Apply to concerned authorities for grants			
• Providing medical facilities for students	• Strengthening the health unit of the college • Establishing MoUs with Civil hospitals by providing registered medical practitioners	√		
• Providing opportunities for participation in sports and cultural activities	• Strengthening the sports and cultural committee • Establishment of Student clubs related to sports and culture • Procurement of callisthenics and construction of track field, flood light/light tower and gallery with shed • Strengthening cricket coaching center • Apply to concerned authorities for grants		√	
• Endeavour to create systems and processes that are required to ensure students' physical health and emotional wellness	• Incorporated Mentoring as an integral part of Academic Policy of the college • Assigned teacher-mentor to each student • Organised regular session with mentors-mentees • Organised FDP on mentoring • Establish MoUs with counsellor for taking care of the mental health of the students • Organising face-to-face counselling session • Augmentation of new equipments in gymnasium • Construction of separate gymnasium for girl students		√	
• Improving alumni engagement	• Organise regular alumni meet (both centrally and department wise) • Involvement of alumni in various activities of the college • Collection of feedback and implementation in the overall development of the college		√	

• Apply for various grants to Central and State Govt	• Assign committee to explore various scheme under Central and State Govt. • Preparation of proposal along with Concept paper/DPR			√
• Empowering the faculty to conduct innovative teaching, research and service	• Depute faculty to attend workshops, STCs, RCs • Organize training • Allocation of budget		√	
• Providing support to the faculty/staff for capacity building and promote leadership	• Establishing MoUs with institutions of national importance to organise capacity building programme • Encourage and depute faculty members to attend induction programme/ orientation programme/ refresher course/short term course and other training programme • Excellence of teaching, research and services of faculty members will be incentivized through appropriate rewards and recognitions and will be encouraged and motivated to be an institutional leader • Engaging faculty at all levels with strategic direction and decision-making which will help to encourage them to pursue leadership roles. • Organise leadership training for all faculty, particularly women • Provide mentoring to the faculty members by present academic administrators of the college		√	
• Develop a fully automated Management Information System	• Assign committee to explore the areas of operation • Allocation of budget		√	
• Promote decentralized adminis-	• Formation of various committees with	√		

trative mechanism with participation, flexibility and accountability	faculty and staff to assign definite administrative tasks and responsibilities • Every committee will have freedom to prepare their plan and decide implementation strategies • The convenor/chairman/coordinator of the committees will convey meetings as and when required for the implementation and organization of certain activities			
• Framing a mechanism for regular communication with all the stakeholders, collection of feedback on curriculum, Teaching-Learning Process, infrastructures, etc, its scientific analysis and action taken on that	• Formation of WhatsApp/Telegram groups of parents, alumni, faculties, students and local bodies to bring them in a single accessible platform • Provision of online feedback collection system • Analysis of feedback data and their implementation • Hosting the same in college website	√		
• Technological upgradation of the campus with centralized WiFi, ICT enabled classrooms, modernisation of computer labs and fully automated library	• Apply to concerned authorities for grants • Make a plan for implementation in a phase manner • Strengthening the wifi coverage area including hostels • Upgradation and inclusion of ICT gadgets in the classrooms • Procurement of updated PCs for computer lab			√
• Providing a disabled-friendly college campus and introduction of disabled-friendly initiatives like introducing mobile apps and QR codes to facilitate easy movement	• Provision of ramps in all the buildings and lift to multi-storied buildings • Signage including tactile path, display boards and signposts • Procurement of screen-reading software • Convert the present college website		√	

	accessible by divyangjan • Inclusion of aforesaid mentioned facilities in the project proposal, send to concerned authorities • Designing and development of mobile apps for divyangjan			√
• Fostering research culture in the institution and encourage 'Citizen research'	• Encouraging the faculty members to undertake research work (subject specific and problems related to local issues) • Incentivise the faculty members in terms of reward, certificate etc for good quality publication • Establishment of UG research centre • Training in Citizen Research for UG students will be initiated		√	
• Fostering greater engagement with the local community	• Undertake community work on 'problems of malnutrition in the children of Dhubri district'- survey, analysis of data, report preparation, awareness and communicate the report to the concerned authority		√	
• Establishment of Central Instrumentation Facility to encourage inter-departmental research by faculties and students	• Selection of list of instruments as per the research expertise of the faculty members and possible research areas • Apply to concerned authorities for grants			√
• Framing transparent and objective mechanisms for evaluation of Self Appraisal Documents of faculty members; Peer review Committees to review contribution to teaching, research and publication, projects (research and	• Framing of questionaries on various aspects like, Teaching-learning and evaluation related activities; co-curricular, extension and professional development related activities; research, publication and academic contribution of the faculty • Collection of self-appraisal annually (online) with proper documentational	√		

consultancy), contribution in corporate life and extension activity.	- evidences - On the basis of self-appraisal, Annual Confidential Report of each faculty will be prepared by the Principal - Provision of incentivize the faculty with excellent work - Faculty not delivering on basic norms will be held accountable			
• Preparation of detailed Campus Safety guidelines and its circulation among all stakeholders	- Planning for disposition of various uses access, distribution of activity patterns, a network of movement - Integration of appropriate technology - Mitigation plan of natural disasters - Inclusion of fire safety, safety during construction and expansion, surveillance in campus, or crime, etc.		√	
• Emphasis on environmentally sustainable campus by upholding the natural landscape and biodiversity	- Preservation and conservation of already occupied green area, waterbodies of the campus - Preparation of master plan of the college highlighting various zones to retain the green cover in the campus			√
• Promote sustainable development through eco-friendly practices and Implementation of the green protocol	- Provision of alternate energy sources - Use of 100% LED bulbs in the college campus - Use of bio degradable wastes of the campus by converting them in to bio fertilizer ('*Waste into Wealth*') - Strengthening the system of rain water harvesting and open well recharge to promote water conservation - Undertake regular Energy audit, Green and	√		

	Environmental Audit and implementation of the recommendation • Undertake plantation as a permanent project			
• Set up of an International Students Office	• To appoint one faculty member as coordinator for International Student	√		
• Introduction of Document management system	• Development of Online Document Management System (ODMS)	√		
• Undergo regular accreditation of the institution by the appropriate body	• Preparation and uploading information to concerned authorities like NAAC/NAC	√		

Concluding remark

Barasat College is committed to the holistic development of the students. The college aims to create a strong internal system for supporting diverse student associates in academic and social domains. The Institutional Development Plan will help to guide and plan to achieve this goal.

1. Quality Education

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Implementation of NEP2020	Completion Target		Review			Revision and Upgradation				Review			Revision and Upgradation		
Develop Students Enrolment Management Plan	Completion Target		Review		Revision and Upgradation										
Monitor Admissions Annually			Target			Review				Upgradation					
Rework on Prospectus by Faculty Committee	Completion Target		Upgradation												
Academic and Administrative Audit Committee (AAAC)	Completion Target														
Develop a mentoring system by pooling of outstanding senior/retired faculty	Completion Target				Review			Upgradation							

2. Multidisciplinary Education

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Review of Programme / curriculum and Multilingualism in Higher Education	Completion Target			Review				Upgradation							
Comparison with Premium Institution	Completion Target			Review			Revision and Upgradation				Completion Target			Review	
Develop Enrolment Management Plan	Completion Target					Review					Upgradation				
Facilitate MOOCs in Collaboration with Government Apex Bodies	Completion Target				Review			Upgradation							
Convert traditional learning approach into multi-disciplinary approach	Completion Target				Review		Upgradation	Review			Upgradation	Review			Upgradation

Activity	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-36	2037-38
Develop Out-come based Education	Completion Target		Review		Upgrade		Completion Target								
Equity & Inclusion in Higher Education		Completion Target													

3. Academic Bank of Credits

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-36	2037-38
Introduction of Flexible Programmes as per Govt. directives		Completion Target			Review	Upgradation									
Internal assessment of Existing Curriculum Based on Credits Across the Discipline	Completion Target														
Workshop on CBCS/NEP/Educational Policy	Target		Review	Up gradation		Target									
Multiple Exit & Entry	Target														
Establish the Academic Bank of Credits		Target			Review		Up gradation								

4. Excellence in Research

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Identify Immediate Potential Departments	Target														
Develop Timeline for Future Potential Departments		Target													
Introduce Formal Training on Academic Writing & Communication Skills	Target														
To ensure the Requirement of one International Journal Publication	Target						Review		Revision						
Encourage Each Faculty member to have P.hd degree	Target														
Ensure Each Faculty Member to have at Least One Minor/Major Research Project by2032	Target								Review						

Activity	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Explore Industry Tie-Ups for Research Funding/Consultancy Projects	Target														
Introduce IPR and Patents Cell (Faculty)	Target						Review				Up gradation				

5. ICT Integrated Campus and Smart Learning Resources

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Transform Traditional Class Room into Smart Learning Resource Centre		Target				Review		Upgradation							
Introduce Learning Management System	Target (Already started)														
Create Web Development and Communications Cell	Target (Web site development for each department)														
Renovation and Modernization of Laboratories and Library	Target (Provide on-line access to all essential research- aligned journals/Create On line catalog/Link all library data base)						Review				Up gradation (Linking Library data base)				
Increase/Upgrade Computing Facilities	Target														
Create ICT integrated Resource Centre for Teachers & Learners		Target				Review		Up gradation							
Complete Upgrade of all Sports and Games Facilities			Target												
Strengthening Computing and Network facilities		Target					Review	Up gradation							
24 x 7 On-line Delivery of Course Material		Target			Review			Up gradation							
Total Solar Power in the Campus					Target										
Total Green Campus	Target														

6. Funding

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Identify Alternative Funding Streams	Target					Review					Up gradation				
Improve Internal Financial Management Tools	Target					Review					Up gradation				
Develop Industry-Academia Relationship		Target					Review				Up gradation				
Motivate to Apply for Minor/Major Projects		Target					Review			Completion Target			Review	Target	

7. Community Participation & Social Outreach

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Offer Competency-Based Education		Target				Review				Up gradation					
Develop Partnership with Local and State Agencies		Target					Review			Up gradation					
Establish Community Outreach Center		Target				Review			Up gradation						
Foster Literacy and Adult Education Programs			Target			Review			Up gradation						

8. Alumni Engagement

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Develop Alumni Network through Off-line and Online mode	Target				Review		Up grade								

Set up Alumni Chapters in Different Cities for Mobilization (Training/Placement/Mentoring)			Target			Review		Up grade							
Start an Electronic Alumni Newsletter			Target			Review		Up grade							

9. Career Development

Year / Activity	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Introduce an Encouragement Programme for Talented Students			Target			Rivew		Upgrade							
Introduce the Cooperative Programme with other private and Govt. HEIs (State and National level) toEnhance Out-of-Classroom Experience	Target					Review			Up gradation						
Introduce Talent Management Programme		Target													
Introduce Vocational Education			Target (30%)				65%				100%				

10. Ranking & Accreditation

Year / Activity	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Participation in National Ranking		Target		Review		Upgradation									
Develop Centralized Data Repository and Reporting System	Target				Review				Upgradation						
Assesses the "GAP" between the Institution's Current Status and the Vision.		Target		Review		Upgradation									

Scanning with SWOT Analysis	Target		Review		Up gradation				
Timely assessment of teachers and their promotion	Target			Review			Up gradation		

11. Ensure Administrative Efficiency

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Automation of Administrative Office		Target				Review	Upgrade existing System								
Automation of Accounts Office	Target				Upgrade existing System										
Streamline all Purchase Procedures	Target				Review			Upgrade existing system							

12. Education (Teacher)

Activity \ Year	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38
Integrated Teacher Education Programme			Target			Review										
Convert in Multidisciplinary Centre as per the directives of HE			Target				Review			Up gradation						