INSTITUTIONAL DEVELOPMENT PLAN (IDP)
UNDER NEP 2020
(Year 2025-2030)

Managed by Vanita Vishram

Sheth P.T. Mahila College of Arts and Home Science
Affiliated to Veer Narmad South Gujarat University, Surat

Date of Submission: 05 / 01 / 2026

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INSTITUTIONAL DEVELOPMENT PLAN (IDP)

Contents

1. Executive Summary

Sheth P. T. Mahila College of Arts & Home Science, Surat, established in 1972 under the aegis of Vanita Vishram, is a distinguished women's Grant-in-Aid institution affiliated to Veer Narmad South Gujarat University and recognized by the University Grants Commission. The College has a long legacy of advancing women's education, empowerment, and socio-economic participation through quality academic programmes in Arts and Food Science & Nutrition disciplines, supported by dedicated faculty and learner-centric pedagogy. The institution has been accredited with a 'B+' Grade by NAAC and is committed to fostering inclusivity, holistic development, and academic excellence for its diverse student community.

This Institutional Development Plan (IDP) has been prepared to provide a coherent and systematic strategy for the College's growth and transformation during the period **2025–2030**, in alignment with the **National Education Policy (NEP)–2020** and relevant national frameworks, including Sustainable Development Goals (SDGs). The Plan reflects the strategic priorities of the institution while responding to the dynamic educational landscape and the aspirations of students, especially young girl students seeking empowerment through higher education and skill development.

The IDP emphasizes the NEP's focus on a broad-based, multidisciplinary, holistic, and student-centric education system. Key thrust areas include the integration of skill-based and vocational learning; incorporation of digital tools and ICT-enabled pedagogy; enhancement of research and innovation culture; promotion of Indian Knowledge Systems; and strengthening community engagement and sustainability. Consistent with NEP objectives, the institution seeks to augment its curriculum frameworks, introduce flexible learning pathways, and enable experiential and industry-linked learning opportunities for students. Gender equity and women empowerment remain central to the institution's mission, with targeted programmes designed to enhance leadership, employability, life skills, and entrepreneurial capabilities of women learners.

Strategic priorities for the period 2025–2030 include advancing academic quality through curriculum renewal and interdisciplinary programmes; expanding research output and collaborative initiatives; upgrading infrastructure and digital facilities; strengthening faculty development and capacity building; enhancing student support systems and career readiness; and fostering transparent governance and participatory leadership. Priority will also be given to aligning institutional processes with SDGs, promoting sustainable practices, and enhancing the College's societal impact through outreach and extension activities. The IDP envisages robust monitoring and evaluation mechanisms to ensure accountability, continuous improvement, and measurable outcomes that contribute to the broader goals of equitable and inclusive higher education.

Through this Strategic Plan, Sheth P. T. Mahila College of Arts & Home Science, Surat aspires to realize its vision of empowering women to become confident, competent, ethical, and socially responsible citizens, capable of leading and contributing meaningfully to national development in an increasingly interconnected world.

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2. Institutional Profile

2.1 Year of Establishment:

No.	Establishment Details	
1	Year of establishment	1972
2	Name of the University to which Affiliated	Veer Narmad South Gujarat University, Surat (Annexure III)
3	Year of Permanent Affiliation	2015-16

2.2 Type of Institution/ Institutional Identity:

a. Name of the Institution: **Sheth P.T. Mahila College of Arts and Home Science**

b. Type of Institution: **Grant-in-Aid (Annexure I)**

Category: **Girls**

d. Location: **Urban**

e. Website Address of the College: www.sptmc.in

f. Name of Head of Institution and Project Nodal Officers:

Head & Nodal Officer	Name & Department	Mobile Number	Email Address
Principal	Dr Smita Bhatt (English Department)	9426870881	smita.sptmc@gmail.com
Vice-Principal	-	-	-
IDP, Coordinator	Dr Shivangi Oza (English Department)	9510587799	shivangioza29@gmail.com

2.3 Accreditation & Affiliations Details: (Annexure IV)

	Date of Application	Date on which accreditation was received	Grade	Valid till
NAAC-1st Cycle	13, August, 2008	16, September, 2008	A	17, September, 2013
NAAC-2nd Cycle	22, December, 2019	14, February, 2020	B+	13, February, 2025
AAA	10, January, 2013	03, May, 2013	I	04, May, 2018
GSRIF	1, January, 2021	22, June, 2021	3 Stars	30, May, 2022

2.4 Programs Offered:

No.	Stream	Program Level	Course name	Entry Qualification	Medium of Instruction	Duration (Year)	Proposed NEP 2020
1	Arts	UG	B.A. (GIA) Gujarati, Hindi, English	12th Pass	Gujarati	4 Years Honours	4 Years Honours
2	Science	UG	B.Sc (GIA) Food Science and Nutrition	12th Pass	English & Gujarati	4 Years Honours	4 Years Honours

2.5 Faculty & Staff Strength:

Teaching staff (GIA)					
		Male	Female	Other	Total
Sanctioned by the UGC/ University state government	Professor	0	0	0	0
	Associate Professor	4	3	0	7
	Assistant Professor	0	1	0	1
	A.Sahayak	0	3	0	3
Non-Teaching staff (GIA)					
		Male	Female	Other	Total
Sanctioned by the UGC/ University state government	Peon	1	0	0	1
	Sweeper	0	1	0	1

Non-Teaching staff (Self- Finance)					
		Male	Female	Other	Total
Sanctioned by the management	Librarian	0	1	0	1
	Senior Clerk	1	0	0	1
	Junior Clerk	2	0	0	2
	Lab Assistant	1	0	0	1
	Peon	2	2	0	4
Teaching staff (Ad-Hoc)					
		Male	Female	Other	Total
Sanctioned by the management	Teaching Assistants	2	4	0	6
Visiting Faculty					
		Male	Female	Other	Total
Sanctioned by the management	Visiting Faculty	1	0	0	1

2.6 Student Demographics: (2025-26)

Programme		From the state where college is located	From other states of India	NRI Student	Foreign student	Total
B.A. (GIA)	SC	14	1	0	0	15
	ST	23	0	0	0	23
	SEBC	28	1	0	0	29
	General	267	28	0	0	295
	EWS	5	0	0	0	5
B.Sc. (Home Science) (GIA)	SC	2	0	0	0	2
	ST	3	0	0	0	3
	SEBC	12	1	0	0	13
	General	91	24	0	0	115
	EWS	11	0	0	0	11

3. SWOC Analysis

Strengths

1. **Focused Women's Education & Empowerment**: Being a women-only institution committed to the empowerment of girl students through education and skill development.

2. **Qualified & Research-Driven Faculty**: Competent, experienced, and research-oriented teachers with publications.

3. **Centrally Located & Accessible**: Well-connected by public transport due to its central location in Surat.

4. **Safe, Secure & Supportive Campus**: Green, secure environment with surveillance and trained security; and sufficient parking facility.

5. **Great Infrastructure & Facilities**: ICT-enabled classrooms, labs, well-equipped library with e-resources, auditorium, sports complex, hostel, canteen, and other student facilities.

6. **Holistic Student Development**: Strong emphasis on co-curricular and extracurricular activities (NCC, NSS, sports, cultural etc events).

7. **Career & Skill Enhancement Initiatives**: Orientation/Mentoring sessions, workshops, seminars, internships, and some Skill Development courses offered.

8. **Well-structured Committees**: Women Development Cell, Anti-Ragging Cell, UDISHA - Career Guidance and Placement Cell, National Task Force, Cyber Security Cell and various committees for the smooth functioning, day-to-day planning and its implementation in the college.

Weaknesses

1. **Limited Vertical Academic Progression**
   Restricted availability of postgraduate and advanced academic programmes limits continuation of higher studies within the institution.

2. **Restricted Academic Autonomy**
   Affiliation to the university limits flexibility in curriculum design and introduction of new interdisciplinary programmes.

3. **Emerging Research Ecosystem**
   Research activities are developing, with limited engagement in funded projects, consultancy, and innovation-driven outputs.

4. **Limited Institutional and Industry Linkages**
   The number of formal MoUs and sustained industry collaborations is currently limited.

5. **Developing Alumni Engagement**
   The alumni association is in its early stages, with alumni involvement gradually expanding.

6. **Resource Constraints**

   Some infrastructural limitations affect rapid expansion and large-scale technological upgradation.

7. **Gradual Digital Transformation**

   Comprehensive integration of digital tools across academics and administration is still evolving.

Opportunities

1. **Skill & Communication Enhancement:** Opportunity to expand communication, soft skills, and professional training programs.

2. **Expansion of Academic Programs:** Potential to start more Certificate/PG courses, interdisciplinary or industry-aligned curricula aligning with NEP 2020.

3. **Industry & Community Engagement:** Scope to establish stronger industry partnerships, internships, and community outreach for employability.

4. **Research & Innovation Growth:** Space to develop Research Centers, Student Research Projects, and funded initiatives.

Challenges

1. **Meeting Evolving Academic Needs:** Adapting to rapid changes in socio-economic and technological landscapes while keeping curricula relevant.

2. **Competition & Visibility:** Must compete with other regional institutions to attract quality students.

3. **Resource & Funding Constraints:** Limited funds can constrain expansion of infrastructure or research support.

4. **Enhancing Industry Relevance:** Need to boost industry interaction for better & more placements and practical exposure.

4. Vision, Mission, and Core Values

4.1 Vision

संस्कृता स्त्री पराशक्तिः:

To emerge as a centre of excellence in women's higher education by fostering multidisciplinary learning, critical thinking, ethical values, and lifelong learning, and by empowering women to become confident, competent, innovative, and socially responsible contributors to nation-building and sustainable development.

4.2 Mission

The mission of Sheth P. T. Mahila College of Arts & Home Science, Surat is to:

- Provide inclusive, quality, and holistic education integrating academic excellence with Skill Development, Vocational Competencies, and Digital Literacy
- Promote Women Empowerment by nurturing Leadership Qualities, Self-reliance, Employability, and Entrepreneurial Skills
- Encourage Experiential Learning, Research Orientation, Creativity, and Innovation through Interdisciplinary and Community-Engaged Practices
- Inculcate Ethical Values, Social Responsibility, and Environmental Consciousness rooted in Indian knowledge Traditions
- Prepare women learners to meet the challenges of the 21st century and contribute meaningfully to Society, Nation, and the Global Community

4.3 Core Values

The College is guided by the following Core Values:

- Women Empowerment and Gender Equity
- Academic Excellence and Integrity
- Holistic and Multidisciplinary Learning
- Inclusivity, Equity, and Social Justice
- Ethical Values and Indian Cultural Ethos
- Innovation, Creativity, and Lifelong Learning
- Community Engagement and Social Responsibility
- Environmental Sustainability

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5. Strategic Goals and Objectives

In alignment with the Vision, Mission, and Core Values of the College, and in consonance with the principles of the National Education Policy (NEP)–2020, Sheth P. T. Mahila College of Arts & Home Science, Surat has identified the following strategic goals and objectives for the period 2025–2030. These goals aim to strengthen academic quality, promote women empowerment, enhance institutional capacity, and ensure holistic student development.

5.1 Short-Term Goals (1–2 Years)

- To realign teaching–learning processes with **NEP-2020 pedagogy**, emphasizing experiential learning, outcome-based education, Internship and Research oriented activities and blended learning practices.

- To introduce **need-based, women-centric value-added and skill courses** focusing on communication skills, digital literacy and life skills.

- To strengthen **mentoring, counselling, and career guidance systems** addressing academic support, emotional well-being, and career planning of women students.

- To enhance **women's employability and entrepreneurship** through structured skill development programmes, internships, industry linkages, and self-employment initiatives.

- To reinforce **value-based education**, constitutional values, and Indian cultural ethos through curricular integration and campus activities.

- To establish **structured mental health and well-being support systems** for students and staff through counselling services, mentoring mechanisms, stress-management programmes, and awareness initiatives, with special attention to the emotional, academic, and professional challenges faced by women.

- To promote **cyber security awareness and digital safety** among students and staff through orientation programmes, workshops, and awareness campaigns focusing on safe online behaviour, data privacy, cyber ethics, and responsible use of digital platforms.

5.2 Medium-Term Goals (3–5 Years)

- To institutionalize **multidisciplinary and interdisciplinary learning** through flexible course offerings and collaborative academic practices.

- To nurture a **sustainable research culture** by encouraging faculty–student research projects, publications, seminars, and funded initiatives.

- To strengthen **community engagement and extension activities**, positioning the College as a socially responsive institution.

- To upgrade **academic infrastructure and learning resources**, including laboratories, smart classrooms, and digital libraries.
- To embed **quality assurance and feedback mechanisms** for continuous academic and administrative improvement.
- To integrate **sustainability and green campus initiatives** aligned with SDGs into institutional practices.
- To institutionalize a **comprehensive well-being framework** for students and staff by integrating mental health promotion, work–life balance practices, faculty support initiatives, and capacity-building programmes in collaboration with professional agencies and community organizations.

5.3 Long-Term Goals (Beyond 5 Years)

- To position the College as a **regional leader in women's higher education**, known for academic excellence, innovation, and inclusive practices.
- To develop **centres of excellence or specialized clusters** in select disciplines related to women studies, home science, social sciences, and community development.
- To achieve sustained growth in **research output, innovation, and knowledge dissemination**, aligned with national priorities.
- To evolve into a **digitally empowered institution** supporting lifelong learning and flexible educational pathways.
- To strengthen **institutional governance, academic autonomy, and leadership capacity**, ensuring transparency and stakeholder participation.
- To contribute meaningfully to **nation-building and sustainable development** by producing empowered, ethical, skilled, and socially responsible women graduates.

6. Key Focus Areas

6.1 Academic Excellence and Curriculum Innovation

The College aims to enhance academic quality through the effective implementation of the university-prescribed curriculum by adopting learner-centric, outcome-based, and experiential teaching–learning practices in alignment with NEP-2020. Academic enrichment will be achieved through innovative pedagogical approaches, value-added and skill-oriented programmes, interdisciplinary perspectives through co-curricular initiatives, and the integration of socially relevant themes to ensure the holistic development of women students.

6.2 Research, Innovation, and Knowledge Creation

The institution seeks to foster a research-oriented academic environment by encouraging faculty and student participation in research activities, publications, seminars, and collaborative initiatives. Research will be aligned with regional, societal, and women-centric issues to promote knowledge creation with social impact.

6.3 Faculty Development and Staff Well-being

Recognizing faculty and staff as key stakeholders, the College will prioritize continuous professional development, capacity building, and leadership training. Equal importance will be given to the **mental health, well-being, and work–life balance of teaching and non-teaching staff** through supportive institutional practices.

6.4 Infrastructure Development and Learning Resources

The College will focus on the systematic development and optimal utilization of physical and digital infrastructure, including classrooms, laboratories, libraries, and learning resources, to support quality education and an inclusive learning environment.

6.5 Industry Collaboration and Institutional Linkages

The College aims to strengthen collaboration with industry, professional bodies, and local organizations to enhance experiential learning and employability of women students. Within the framework of the university-prescribed curriculum, the institution will facilitate internships, field visits, expert lectures, training programmes, and institutional MoUs to provide practical exposure, career awareness, and skill enhancement opportunities aligned with contemporary workplace requirements.

6.6 Student Support and Employability

The College will strengthen student-centric support systems through mentoring, academic counselling, career guidance, and inclusive support mechanisms to facilitate academic progression of women students. Emphasis will be placed on enhancing employability through soft skills development, career awareness programmes, and guidance for higher education and emerging career pathways. The institution will also promote students' mental health and well-being by fostering a

supportive campus environment, recognizing emotional resilience as integral to academic success and employability.

6.7 Digital Transformation and Cyber Security Awareness

The institution will strengthen digital infrastructure and promote the effective use of ICT in teaching, learning, and governance. **Cyber security awareness and digital safety** will be emphasized to ensure responsible use of technology, data privacy, and safe online behaviour among students and staff.

6.8 Sustainability, Green Campus, and Social Responsibility

Environmental sustainability and social responsibility will be integral to institutional practices. The College will promote green initiatives, environmental awareness, and community engagement in alignment with the Sustainable Development Goals (SDGs).

6.9 Internationalization

The College will promote international exposure and global awareness among students and faculty through academic interactions such as webinars, online lectures, virtual collaborations, and participation in international conferences and academic forums. Efforts will be made to encourage awareness of global academic practices, cultural diversity, and emerging international trends in higher education, within the framework of university regulations. These initiatives aim to broaden perspectives and enhance the global readiness of women students in a realistic and sustainable manner.

6.10 Promotion of Indian Knowledge Systems and Cultural Values

The institution will encourage the integration and dissemination of Indian Knowledge Systems, cultural heritage, ethical values, and constitutional principles through academic, co-curricular, and extension activities. Emphasis will be placed on fostering awareness of India's intellectual traditions, indigenous practices, and cultural diversity through lectures, workshops, commemorative events, and community engagement. These initiatives aim to promote value-based education, social responsibility, and respect for India's pluralistic ethos among students.

7 Key Focus Areas

7.1 Academic Excellence and Curriculum Innovation

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Academic Excellence and Effective Curriculum Implementation	Adoption of learner-centric and experiential teaching methods (projects, assignments, presentations, field-based learning) within the university-prescribed syllabus	IQAC, Heads of Departments	Short-term & Continuous	Minimal (within existing academic budget)	Improved student engagement, attainment of course outcomes	IQAC review, students' feedback
Academic Enrichment	Introduction of value-added and skill-oriented courses aligned with NEP-2020 and women's employability	IQAC, Various Departments	Short-term	₹80,000–₹1,00,000 annually	Number of courses offered, student participation	Academic Committee review
Pedagogical Innovation	Faculty training on outcome-based education and innovative teaching practices	IQAC, Faculty Development Committee	Short-term	₹80,000–₹1,00,000	Faculty participation, implementation in classrooms	Feedback and peer review

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7.2 Research, Innovation, and Knowledge Creation

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Research Promotion	Encourage faculty and students to undertake minor research projects, paper presentations, and participation in seminars and workshops	IQAC, Research Committee, Various Departments	Short-term & Continuous	Low ₹2,00,000–₹2,50,000 annually	Increase in number of research papers, presentations, and student research projects	Review by Research Committee and IQAC
Research Capacity Building	Organize research methodology workshops and orientation programmes on academic writing, plagiarism awareness, and research ethics	IQAC, Research Committee	Short-term	₹80,000–₹1,00,000	Number of programmes conducted and level of faculty and student participation	Feedback analysis and IQAC monitoring
Research Dissemination	Facilitate publication in journals and edited volumes and participation in state and national conferences, with focus on IKS and Respective domains of the individuals	Departments, Research Committee	Medium-term & Continuous	₹2,00,000–₹2,50,000	Publications, conference participation, interdisciplinary research output	Annual academic review
Collaborative Research	Promote inter-institutional collaboration with nearby colleges, universities, and research bodies through joint seminars and academic activities	Research Committee	Medium-term	₹60,000–₹70,000	Number of collaborative activities and academic linkages	Institutional review meetings

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7.3 Faculty Development and Staff Well-being

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Faculty Professional Development	Organize faculty development programmes, workshops, and orientation programmes on NEP-2020, pedagogy, assessment reforms, and use of ICT in teaching	IQAC, Faculty Development Committee	Short-term & Continuous	₹80,000–₹90,000 annually	Improved teaching practices, faculty participation, adoption of innovative pedagogy	IQAC review and feedback analysis
Leadership and Capacity Building	Encourage faculty and staff participation in leadership training, administrative skill development, and academic responsibility roles	IQAC	Medium-term	₹60,000–₹70,000	Enhanced leadership skills and administrative efficiency	Annual performance review
Mental Health and Well-being of Staff	Establish structured initiatives for mental health and well-being of teaching and non-teaching staff through counselling support, stress-management programmes, work–life balance initiatives, and awareness sessions	IQAC, Staff Welfare Committee	Short-term & Continuous	₹1,00,000–₹1,50,000 annually	Improved staff well-being, reduced stress levels, positive and supportive work environment	Feedback surveys, Welfare Committee review
Professional Ethics and Inclusive Work Culture	Sensitize faculty and staff towards professional ethics, institutional values, gender sensitivity,	IQAC, Ethics / Grievance Redressal Committee	Short-term	Minimal (within existing resources)	Ethical, respectful, and inclusive institutional	Periodic institutional review

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
	and inclusive workplace practices			(₹40,000–₹50,000)	culture	

7.4 Infrastructure Development and Learning Resources

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Physical Infrastructure Enhancement	Maintenance and up gradation of classrooms, laboratories, staff rooms, and common facilities to support effective teaching–learning	Infrastructure Committee, Management	Medium-term & Continuous	₹2,00,000–₹2,50,000	Improved learning environment and better utilization of facilities	Infrastructure Committee review
Digital Infrastructure	Strengthening ICT facilities including smart classrooms, internet connectivity, and digital teaching aids	IQAC, IT Committee	Short-term & Medium-term	₹2,00,000–₹3,00,000	Increased use of ICT in teaching and administration	IQAC and IT Committee review
Library and Learning Resources	Enhancement of library resources through addition of books, journals, e-resources, and access to digital databases	Librarian, Library Committee	Short-term & Continuous	₹1,00,000–₹1,50,000	Increased access to learning resources and improved academic support	Library Committee review
Inclusive and	Improving	Principal,	Medium-	₹60,000–	Inclusive, safe,	Institutional

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Accessible Infrastructure	campus accessibility and learner-friendly facilities to support inclusive education	Infrastructure Committee	term	₹70,000	and supportive campus environment	review

7.5 Industry Collaboration and Institutional Linkages

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Industry Interaction	Organizing expert lectures and interaction sessions with professionals from industry, professional bodies, and local organizations to provide workplace exposure	IQAC, Departments	Short-term and Continuous	₹20,000–₹30,000 annually	Improved industry awareness and student participation	Departmental review
Internship and Field Exposure	Facilitating internships and field visits for students in collaboration with local industries and organizations	Various Departments, Career Guidance Committee	Medium-term and Continuous	₹40,000–₹50,000 annually	Enhanced practical exposure and experiential learning	Students' feedback
Institutional MoUs and Linkages	Establishing institutional MoUs with industries and organizations for academic collaboration and student training	IQAC	Medium-term	₹30,000–₹40,000	Number of MoUs and collaborative activities	Annual review
Career	Conducting	Career	Short-term	₹20,000–	Improved	Feedback

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Orientation	career-oriented programmes focusing on professional skills, workplace ethics, and industry expectations	Guidance Cell, Departments		₹40,000	career awareness and readiness	analysis

7.6 Student Support and Employability

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Academic Mentoring and Counselling	Strengthening the mentoring system through faculty mentors, academic counselling, and remedial support for students	IQAC, Departments	Short-term and Continuous	₹30,000–₹40,000	Improved academic performance and student retention	Departmental review
Career Guidance and Employability Skills	Organizing career guidance programmes, soft skills training, resume writing sessions, and interview preparation activities	Career Guidance Cell, IQAC, Departments	Short-term and Medium-term	₹20,000–₹40,000 annually	Improved employability skills and career awareness	Feedback analysis
Support for Higher Education and Competitive Exams	Providing guidance and awareness sessions for higher education opportunities,	Various Departments, Career Guidance Cell	Medium-term	₹30,000–₹40,000	Increased student progression to higher education	Academic tracking

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
	scholarships, and competitive examinations					
Inclusive Student Support Systems	Strengthening support mechanisms through grievance redressal, financial aid awareness, and inclusive institutional practices	Student Welfare Committee	Continuous	₹30,000–₹40,000	Inclusive and supportive campus environment	Welfare committee review
Student Mental Health and Well-being	Promoting student mental health through counselling support, stress management sessions, and awareness programmes	IQAC, Student Welfare Committee	Short-term and Continuous	₹15,000–₹30,000 annually	Improved emotional well-being and student engagement	Student feedback

7.7 Digital Transformation and Cyber Security Awareness

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Digital Teaching and Learning	Strengthening the use of ICT tools such as smart classrooms and digital learning resources to support teaching and learning	IQAC, IT Committee	Short-term and Continuous	₹2,00,000–₹3,00,000 annually	Improved integration of digital tools in teaching	IQAC review
Digital Infrastructure	Strengthening digital infrastructure including internet	Infrastructure Committee	Short-term and Medium-term	₹1,50,000–₹2,00,000	Improved access to digital facilities	Institutional review

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Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
	connectivity and basic technical support facilities					
Cyber Security Awareness	Creating awareness about cyber security, data protection, and safe online practices among students and staff	Principal, IQAC	Short-term and Continuous	₹20,000–₹40,000 annually	Increased awareness of cyber safety	Feedback analysis
Digital Literacy and Ethics	Promoting digital literacy and responsible use of technology through training and awareness activities	IQAC, Departments	Continuous	₹40,000–₹50,000	Responsible and ethical use of technology	Periodic review

7.8 Sustainability, Green Campus, and Social Responsibility

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Green Campus Initiatives	Promoting eco-friendly practices such as tree plantation, waste management, energy conservation, and cleanliness drives on campus	Principal, IQAC, Environment Committee	Short-term and Continuous	₹70,000–₹80,000 annually	Improved campus sustainability and environmental awareness	Committee review
Environmental Awareness	Organizing awareness programmes, workshops, and activities related to environmental	IQAC, Departments	Short-term and Continuous	₹30,000–₹40,000 annually	Increased environmental awareness among students	Feedback analysis

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
	protection and sustainability					
Community Engagement and Social Responsibility	Encouraging student participation in extension activities, community outreach programmes, and social awareness initiatives	IQAC, NSS Units	Medium-term and Continuous	₹50,000–₹60,000 annually	Enhanced social responsibility and community engagement	Activity reports
Sustainable Practices and Compliance	Implementing sustainable institutional practices in alignment with SDGs and statutory requirements	IQAC	Medium-term	₹30,000–₹40,000	Integration of sustainability into institutional practices	Institutional review

7.9 Internationalization

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
International Academic Exposure	Promoting participation of students and faculty in international webinars, online lectures, and virtual academic interactions	IQAC, Departments	Short-term and Continuous	₹80,000–₹1,00,000 annually	Increased exposure to international academic practices	Feedback analysis
Global Awareness and Perspectives	Organizing talks and activities to create awareness about global academic	IQAC, Departments	Short-term	₹50,000–₹60,000	Improved global awareness among students	Departmental review

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
	trends and cultural diversity					
Faculty Participation in International Forums	Encouraging faculty participation in international conferences, seminars, and academic forums in online or hybrid mode	IQAC	Medium-term and Continuous	(₹90,000–₹1,00,000 annually)	Increased faculty participation in international academic forums	Annual review
Virtual Academic Collaboration	Facilitating virtual academic collaborations and interactions with international institutions and scholars, as permitted by university norms	IQAC	Medium-term	Minimal within existing resources	Initiation of virtual collaborations	Institutional review

7.10 Promotion of Indian Knowledge Systems and Cultural Values

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Integration of Indian Knowledge Systems	Promoting awareness of Indian Knowledge Systems through lectures, talks, and academic activities related to India's intellectual traditions	IQAC, Departments	Short-term and Continuous	₹30,000–₹50,000 annually	Improved awareness of Indian knowledge traditions among students	Feedback analysis
Cultural Heritage and	Organizing programmes and	IQAC, Cultural	Short-term and	₹20,000–₹40,000	Increased student	Committee review

Focus Area	Proposed Activities	Responsibility	Timeline	Estimated Budget	KPIs / Expected Outcomes	Review Mechanism
Values	commemorative events related to Indian culture, heritage, and ethical values	Committee	Continuous	annually	participation in cultural activities	
Constitutional and Ethical Values	Creating awareness about constitutional values, social harmony, and civic responsibility through talks and activities	IQAC, Departments	Short-term	Minimal within existing resources	Strengthened value-based education	Departmental review
Community Engagement and Indigenous Practices	Encouraging community-oriented activities highlighting indigenous practices and local cultural traditions	IQAC	Medium-term	₹20,000–₹40,000 annually	Enhanced respect for cultural diversity and social responsibility	Institutional review

8. Monitoring and Evaluation

Effective implementation of the Institutional Development Plan (IDP) requires a systematic monitoring and evaluation framework. The College shall adopt a structured mechanism to track progress, review outcomes, and ensure continuous improvement in alignment with NEP-2020 and institutional goals.

8.1 Mechanism for Tracking Progress (Online / Offline)

The progress of IDP implementation will be monitored through a combination of online and offline mechanisms. Academic and administrative activities will be documented through departmental reports, committee records, action-taken reports, and digital documentation wherever applicable. The Internal Quality Assurance Cell (IQAC) will serve as the central coordinating body to compile, review, and analyze data related to academic initiatives, infrastructure development, student support services, research activities, and institutional linkages.

8.2 Mid-term Review and Feedback Loop

A mid-term review of the IDP will be conducted to assess the extent of implementation, identify gaps, and realign strategies where required. Periodic review meetings will be held at the departmental and institutional levels to evaluate progress against planned objectives. Feedback collected from faculty, students, and other stakeholders will be systematically analyzed and incorporated into corrective and improvement measures, ensuring flexibility and responsiveness in implementation.

8.3 Stakeholder Involvement

Stakeholder participation will be integral to the monitoring and evaluation process. Inputs and feedback from students, faculty members, non-teaching staff, alumni, parents, and external experts will be considered while reviewing IDP outcomes. Such participatory engagement will help ensure transparency, accountability, and relevance of institutional initiatives, while fostering a sense of shared responsibility toward achieving the College's developmental goals.

9. Risk Management

The College recognizes that effective implementation of the Institutional Development Plan (IDP) requires awareness of possible challenges and timely responses. A simple and practical risk management approach will be followed to ensure smooth execution of academic and administrative initiatives.

9.1 Identification of Key Risks

- **Resource Limitations:** Availability of financial and infrastructural resources may influence the pace of implementation of certain initiatives.
- **Academic and Administrative Workload:** Faculty and staff may experience increased responsibilities while implementing new academic and institutional initiatives.
- **Digital Adaptation:** Variations in digital readiness among students and staff may affect the effective use of technology-based initiatives.
- **Student Participation:** Differences in student engagement, preparedness, and personal circumstances may impact participation in academic and co-curricular activities.
- **External Factors:** Situations beyond institutional control, such as policy changes or unforeseen circumstances, may require adjustments in planning.

9.2 Mitigation Strategies

- **Phased and Prioritized Implementation:** Activities will be planned in phases based on available resources and institutional priorities.

- **Supportive Work Practices:** Responsibilities will be shared through committees, with emphasis on coordination and support among faculty and staff.

- **Capacity Building:** Regular orientation and training programmes will support gradual adaptation to digital and academic initiatives.

- **Student Support and Guidance:** Mentoring, counselling, and guidance mechanisms will be strengthened to encourage student participation and well-being.

- **Flexible Planning:** Periodic review and flexibility in execution will allow timely adjustments in response to internal and external factors.

10. Budget and Financial Plan

The effective implementation of the Institutional Development Plan (IDP) requires prudent financial planning, optimal utilization of available resources, and long-term sustainability. The College shall adopt a balanced financial approach to support academic, infrastructural, and student-centric initiatives while ensuring fiscal responsibility.

10.1 Detailed Financial Requirements

Financial requirements under the IDP will be planned in alignment with institutional priorities and phased implementation strategies. Budgetary provisions will be made for key areas such as academic enrichment activities, faculty development programmes, student support and employability initiatives, infrastructure maintenance and upgradation, digital transformation, research promotion, and extension activities. Emphasis will be placed on cost-effective planning and prioritization of initiatives that directly contribute to academic quality, women empowerment, and holistic student development.

10.2 Sources of Funds

The College will mobilize financial resources through multiple channels to support IDP implementation:

- **Government Funding:** Grants received from the State Government, UGC, and other statutory bodies will remain the primary source of funding for academic and infrastructural development.
- **Internal Resources:** Institutional funds generated through fees, self-financed programmes, short-term courses, and permissible internal revenue sources will be utilized for academic and student support activities.

- **External and Collaborative Support:** Limited financial and in-kind support may be sought through institutional collaborations, alumni contributions, sponsorships, and partnerships with local organizations and NGOs, wherever feasible and permissible.

10.3 Financial Sustainability Plan

To ensure financial sustainability, the College will focus on judicious utilization of funds, transparent financial practices, and regular financial monitoring. Long-term sustainability will be supported through phased implementation of initiatives, strengthening internal resource generation, and exploring additional funding opportunities in compliance with regulatory norms. Periodic financial review by the management and statutory committees will ensure accountability, continuity, and alignment of financial planning with institutional goals.