PROPOSED INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032)
FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA
As part of the implementation of National Education Policy-2020

1. Institutional Basic Information

1.1. Institutional Profile:

Name of the Institution	Dnyanprasssarak Mandal's College and Research Centre				
Head of the Institution	Prof. Dilip B. Arolkar				
Contact Details	Email : dbarolkar@rediffmail.com		Cell No. 9422393340		Office. 08322994488
College Website	dmscollege.ac.in				AISHE Code: C-30843
Name of the IQAC Coordinator	Mr. Shripad Merchant		Email. shripad@dmscollege.ac.in		Cell No. 9763992295
Name of the NEP Coordinator	Dr. Umesh Gawas		Email. umesh@dmscollege.ac.in		Cell No 8788967434
Name of the RDI Coordinator	Dr. Rajesh Pednekar		Email rajeshpednekar@dmscollege.ac.in		Cell No. 7038245519
Name of the TLET Coordinator	Dr. Udaysingh Rane		Email urane@dmscollege.ac.in		Cell No. 9422449184
NAAC Accreditation Status	1st Cycle		Grade: B+	2nd Cycle	Grade: B
	3rd Cycle		Grade: A	4th Cycle	Grade: A
NIRF Ranking	2020-21: Applied		2019-20: Applied	2018-19: Applied	2017-18: Applied, featured in 100 to 150 Rank Band
UCG Recognition	2(f)	Yes		12 B	Yes
NBA accreditation			No		
Financial Status	Government /Aided: Yes			Self-Finance: Yes	
Under National Education Policy (NEP 2020), would your institute prefer to be:	i. Part of Higher Educational Institution (HEIs) cluster.				

Please note that, there is no space limit. Thus, if required, you may expand any of the following sections

1.2. Institutional SWOC Analysis

Strengths:

- Committed, well qualified, experienced, and multi-talented faculty members leading the seamless dissemination of knowledge.
- Highly efficient support staff leading to valuable human resource contribution.
- Scenic campus with an area of 80,000 m² enhancing the resourceful nature of the demography of the institution.
- Excellent physical Infrastructure which aids the academic and allied processes.
- Apt technical infrastructure which helps smoothening the curriculum transaction.
- A centralized power management system
- Active CCTV surveillance leading to a secure environment.
- Green - campus initiatives for a clean and green campus.
- A Decentralized administrative system for transparent governance and administration.
- An active Parent Teacher Association and Alumni Association enabling a strong bond between the key stakeholders.
- Linkages with National Institutes, Government and Non-Government organizations and Industries for Internship, Research, Placement, Training, and Industrial Visits.
- Zero tolerance policy towards miscreancy through different statutory committees indicating the practice of transparency in governance, diversity maintenance, and inclusiveness in the working of the institution.
- Democratically elected Students' Council.
- Well established student-centric systems including mentoring support, academic counselling, and availability of professional counsellors.
- Active involvement of the students in the administrative processes through bodies like the Students' Council, Cultural Association, Gender Champions Club, ICC, IQAC and allied committees.
- Welfare initiatives for the staff members like the Staff Welfare Scheme, felicitation of faculty members for outstanding achievements, and research grants.
- Welfare initiatives for students like the Financial Assistance Scheme, PTA Scholarship, and felicitation of students for outstanding achievements in various fields leading to motivated mindset development amongst students.
- Research Centres in Commerce and Chemistry giving a platform to the research aspirants across the state to initiate and sustain research.
- Variety of Certificate and Add-on courses for the students indicating value addition along with the regular curricular exchanges.
- Large number of Institutional Social Responsibility programmes, including Unnat Bharat Abhiyan leading to an attitude to serve the nation.

Weaknesses:

- A considerable percentage of the student population belongs to the lower socio-economic strata and are the first-generation receivers of higher education.
- Low enrolment of students from the neighbouring states despite the variety of programmes being offered.
- Lack of motivation amongst the students to partake in campus placement initiatives leading to a lower placement percentage.
- Limited funds for infrastructure development from the concerned agencies.

Opportunities:

- To introduce new programmes with multi-disciplinary and inter-disciplinary courses.
- To become a Degree Granting Institution under NEP 2020.
- To introduce new programmes like Vocational degree programme to provide more opportunities to the students seeking higher education.
- To design new curriculum for multi-disciplinary courses.
- Collaboration with other educational institutions.
- Mobilization of resources to enhance the expansion of research and increase the number of publications.
- Mobilization of the existing resources to aid research and consultancy.
- Introducing more skill-based and job-oriented diploma and degree courses.
- Collaborations with NGOs/Industries at the national and international level in curriculum development/enrichment/designing of skill-based courses to enhance employability.
- Strengthen the incubation centre to foster entrepreneurship skill development.
- Increase campus placements to provide apt job opportunity to the graduating students
- Upgradation of the existing physical infrastructure.

Challenges:
- The ever-changing needs and expectations of industry and society.
- Changing academic interests and motivation of the students.
- Four educational institutes within one-kilometre radius impacting the intake rate.
- Globalization of Higher Education and meeting its needs.
- Competing with the Private and Foreign Universities which would enter the state in the near future.
- Optimum mobilization of resources to enhance the academic and allied transactions.
- Strengthening the network with the alumni.
- Attracting students towards traditional courses.
- Motivating the students to enrol for the vocational courses.
- Motivating teachers and students to undertake research.
- Motivating students towards entrepreneurship development.

2.   Institutional Development Plan

2.1. Vision
Education For Social Transformation and Nation Building
2.2. Mission
To proactively contribute towards the creation of intellectually dynamic society which is committed to excellence, human dignity and the realization of human potential.
2.3. Goals and Objectives
To provide an opportunity for multi-disciplinary, inter-disciplinary and vocational education to the students across various disciplines including music, Indian languages, art, and culture.   *To form a cluster with other educational institutions.*   *To create an environment for holistic development of the students.*   *To provide opportunity for inclusive education.*   *To work towards attracting students from other states as well as international students.*   *To promote spirit of innovation and entrepreneurship among students.*   *To conduct activities focusing on skill development of the students thereby enhancing employability.*   *To develop and upgrade the academic infrastructure for effective teaching learning and outcome-based education.*   *To create infrastructural facilities for e-content development.*   *To develop the physical infrastructure suitable for conducive learning.*   *To promote research culture among students and teachers.*   *To enhance the quality of teaching and non-teaching staff of the institution.*   *To work towards environment friendly institution.*   *To sensitize the students towards social responsibilities and their contribution towards nation building.*

2.4. Executive Summary

To achieve the goals and objectives of the institution stated above, the institution has designed the action plan keeping in mind the implementation of National Education Policy 2020, which focuses on the multi-disciplinary approach and holistic development of the student.

- *The institution aims to form a cluster with other institutions so that the student will get an opportunity to study the courses of his/her interest across various disciplines. The focus will be on multi-disciplinary and inter-disciplinary education in the areas of music, languages, architecture, art, and culture.*

- *Wide range of extra-curricular and co-curricular activities including sports and cultural activities are conducted for overall development of the students. Various cells and associations of the institution play a major role in organizing these activities.*

- *The institution plans to strengthen the Incubation Centre with an objective to help the students in developing innovative ideas translating to entrepreneurship.*

- *Various skill based add on certificate courses shall be conducted for enhancing the employability of the students. The college also plans to start a Skill Development Centre.*

- *Institutions plans to set up a recording studio for developing e-content. Further this facility will also be used for ODL and MOOCs.*

- *To enable an interactive teaching learning more efficiently, the college plans to achieve 100% smart classrooms, continuous upgradation of library and laboratory facilities.*

- *The institution shall continuously upgrade the physical infrastructure including sports facilities, cafeteria, etc. to facilitate the students for participating in various activities.*

- *Keeping in mind the aim of NEP2020 to improve the quality of research, the college proposes to upgrade the Research Centres with latest research software, e-data source and other instrumentation facilities to carry out research in emerging areas. Institution will plan various programs to motivate the faculty and students to undertake research.*

- *Institution will collaborate with international bodies to organise programs to improve research quality.*

- *Institution will provide support to faculty members to attend FDPs, Conferences, Seminars, and workshops to enhance the quality. Regular training programs will be organized for teaching staff focusing on new/revised curriculum development, teaching-learning and outcome-based evaluation/assessment.*

- *Regular training programs will be held for the development of the non-teaching and support staff.*

- *The institution will strive to achieve 100% office communication using digital platforms.*

- *Well established NCC (Army & Navy), NSS, Cells and Associations of the institution will organize extension/outreach activities for sensitizing and developing social values and social responsibility.*

2.5. Developing Motivated and Energized Faculty

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•Orientation program for newly recruited teachers. •Improving teaching-learning facilities. •Deputing teachers for various faculty development/training programs. •Organizing FDPs and training programs for teachers in the institution. •Purchase of software for facilitating research •Manual for teachers and Departments for facilitating academic work •Motivating faculty for taking up consultancy assignments. •Career Advancement Scheme (CAS) Guidance
Mid Term – 5 Years	•Freedom to design curriculum and pedagogical innovations •Improving teaching-learning facilities.
Long Term – 10 Years	•Improving teaching-learning facilities.

2.6. Teaching, Learning and Education Technology

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•Setting up recording studio for E-Content development. •10% e-content creation. •40% Smart classrooms. •Skilled-based courses - 1 per programme •10% Internship under teaching-learning •Measuring attainment of CO, PO and PSO. •Implementation of ERP in teaching, learning and evaluation.
Mid Term – 5 Years	•Linkages and collaboration of educational institutes. •20% e-content creation. •60% Smart classroom. •Skill-based courses – 3 per programme •20% Internship under teaching-learning •Review of CO, PO and PSO and attainment.
Long Term – 10 Years	•Strengthening the collaboration of educational institutes. •40% e-content creation. •100% Smart Classroom •Skill-based courses - 5 per programme •30% Internship under teaching-learning •Measuring attainment of CO, PO and PSO. •Review of CO, PO and PSO and attainment.

2.7. Research Development and Innovation

Timeline	Plan of Action (Activities)
Short Term - 2 Years	• *Attracting research funds - Rs. 50 Lakhs.* • *50 Research paper publications in UGC CARE list, Scopus/Web of Science.* • *5 Student Research Paper Publications.* • *30 book chapters.* • *Research Methodology & IPR Workshops for 20% students.* • *FDP for Faculty members on Emerging Research Areas.* • *Awareness on various funding opportunities from the State, National and International Funding agencies.* • *Awareness on emerging research areas among students and faculty.* • *Promoting Collaborative / Interdisciplinary Research among faculty members.* • *Deputation of teachers to research organizations for collaborative research.* • *Seed Money for students and Faculty: Rs.5 Lakhs.*
Mid Term – 5 Years	• *Attracting research funds - Rs.1 Cr.* • *150 Research paper publications in UGC CARE list, Scopus/Web of Science.* • *10 Student Research Paper Publications.* • *70 book chapters.* • *Research Methodology & IPR Workshops for 50% students.* • *FDP for faculty members on Emerging Research Areas (1 FDP/Teacher/Year)* • *Linkages and collaborations with reputed Higher Educational Institutions for interdisciplinary research.* • *Awareness on emerging research areas among students and Faculty.* • *Promoting Student/ Faculty exchange at State / National Level.* • *Creating a central instrumentation facility.* • *Deputation of teachers to research organizations for collaborative research.* • *Seed Money for students and Faculty: Rs.10 Lakhs.*
Long Term – 10 Years	• *Attracting research funds - Rs.2 Cr* • *400 Research paper publications in UGC CARE list, Scopus/Web of Science.* • *20 Student Research Paper Publications.* • *200 book chapters.* • *Research Methodology & IPR Workshops for 80% students.* • *FDP for Faculty members on Emerging Research Areas (2 FDP/ Teacher/ year).* • *Promoting Faculty and Student Exchange at National and International Level.* • *Awareness on emerging research areas among students and Faculty.* • *Seed Money for students and Faculty: Rs.15 Lakhs* • *Deputation of teachers to research organizations for collaborative research.* • *Registering for patents.*

2.8. Industry-Academic Partnership

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•Increase Field/Industry visits for students. •Placing students in industry for internship. •Interaction of students and faculty through invited talks by industry experts. •To organise seminars, workshops in association with industry.
Mid Term – 5 Years	•Tapping CSR funds for funding research infrastructure in the institution. •Designing the curriculum as per the need of the industry with the help of industry experts. •On the job training through internship. •Collaborative research in association with industry. •Placing teachers in Industry for training.
Long Term – 10 Years	•Tapping CSR funds for funding research infrastructure in the institution. •Acting as a bridge between Industry and society. •Collaborative associations with the industry. •Placing teachers in Industry for training.

2.9. Institution's Placement Plan for Students

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•Conducting personality development and self enhancement programs. •Introducing skill-based and job-oriented course. •Collaborations with Placement Agencies and Industries •Placement target 25%
Mid Term – 5 Years	•Placement target 30%.
Long Term – 10 Years	•Placement target 40%.

2.10. Achieving the Target for Accreditation

Timeline	Plan of Action (Activities)
Short Term - 2 Years	• To work toward achieving A++ grade in the next cycle of NAAC.
Mid Term – 5 Years	• To work toward achieving A++ grade in the next cycle of NAAC. • To feature among top colleges in NIRF ranking.
Long Term – 10 Years	• To maintain the NAAC grade and NIRF Ranking.

2.11. Incubation and Start-up

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•*Formation of Start-up centre & registration of students in the club* •*Induction workshops for new students* •*Organization of lectures of entrepreneurs* •*Identification of mentor pool from local ecosystem* •*Creating awareness on IPR.*
Mid Term – 5 Years	•*Encouragement to students to participate in E-summit, hackathons and similar Start-up and innovation related exposure programmes.* •*Involvement of alumni in college Start-up* •*Industry interaction for knowledge and technology transfer.* •*Registering 5 Start-Ups.*
Long Term – 10 Years	•*Registering 20 Start-Ups.*

2.12. Alumni   Engagement/ Activities plan

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•*2-Yearly Program (Get together)* •*Motivational Talks and alumni support for start-ups and incubation.* •*Alumni assistance in training, student placement and infrastructural development.* •*Meet the Entrepreneur & Government Official Program (Alumni)* •*Social media presence of Alumni.* •*Policy for compulsory life-time registration.* •*Alumni feedback for curriculum development.*
Mid Term – 5 Years	•*Skill development/training workshops from any field by alumni.* •*National Conference on Value of Education in the contemporary world.* •*Alumni Sponsorship for non-academic contribution.* •*Office for Alumni Association*
Long Term – 10 Years	•*To create a corpus fund for the welfare of students.*

2.13. Basic Infrastructure Development plan

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•*Upgradation of smart classroom with interactive panels – 40%.* •*Setting up recording studio.* •*Upgrade computer systems in phased manner.* •*To bring 30% of campus area under CC TV surveillance.* •*Setting up digital library.* •*Upgradation of Internet facility.* •*80% Drip Irrigation coverage.* •*Energy consumption from renewable sources – 30%.*
Mid Term – 5 Years	•*Upgradation of sports infrastructure.* •*Upgradation of smart classroom with interactive panels – 60%.* •*Setting up Robotics Laboratory* •*Procure advance research instruments* •*Upgrade computer systems in phased manner.* •*100% Drip Irrigation coverage.* •*Energy consumption from renewable sources – 45%.* •*To bring 45% of campus area under CC TV surveillance* •*Upgrade Laboratory instruments* •*Upgradation of digital library.* •*Increase in green coverage.*
Long Term – 10 Years	•*Upgradation of college playground – basketball court.* •*Construction of administrative block.* •*Upgradation of smart classroom with interactive panels – 100%* •*Upgrade computer systems in phased manner.* •*To bring entire campus area under CC TV surveillance.* •*Setting up of Central Instrumentation facility.* •*Upgradation of digital library.* •*Energy consumption from renewable sources – 60%.* •*Increase in green coverage.*

2.14. Skill Development of Non-teaching Staff

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•*Training in Soft Skills, Personality Development, IT skills, Laboratory maintenance, Library maintenance.*
Mid Term – 5 Years	•*Regular skill development programs.*
Long Term – 10 Years	•*Regular skill development programs.*

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

Timeline	Plan of Action (Activities)
Short Term - 2 Years	•*Courses on family values and ethics, programmes on lifelong learning.* •*Formation of Cluster for Promotion of multi-disciplinary and inter-disciplinary education including Indian languages, art, culture, etc.*
Mid Term – 5 Years	•*Implementation of cluster.* •*Paid internship for students.* •*Set up transport facility for students.* •*Increase in green coverage of the campus.* •*Collaboration with other higher education institution and universities.*
Long Term – 10 Years	•*Establishment of Virtual Classrooms.* •*Tie-up with reputed foreign universities.*