

DYAL SINGH COLLEGE, KARNAL



Established in 1949
NAAC Re-Accredited Grade 'A+'
ISO 140001 and 9001 Certified

Website : dsckarnal.ac.in
e-mail: dsckarnal@gmail.com
Ph.: 0184-2252030/2251087

**Near Old Bus Stand, Karnal 132001
Haryana, India**

INSTITUTE DEVELOPMENT PLAN

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College Profile

Dyal Singh College, Karnal (NAAC Accredited Grade 'A+') is a premier co-educational centre of learning of Northern India. With a history of more than 110 years and a strength of more than 3100, the college has all the three streams of learning – Arts, Science and Commerce, with Post Graduate courses in English, Hindi, Political Science, Commerce and Chemistry. The college also offers a 5-year Integrated Course M.Sc. Forensic Science under innovative programme sponsored by the UGC. The college is making progress under the esteemed guidance of President, Dyal Singh College Governing Body, Shri D.K. Raina, who is an embodiment of rare wisdom, learning and love for academia, and the dynamic leadership of Vice Admiral (Retd.) Satish Soni, PVSM, AVSM, NM, a man with administrative acumen, who holds the office of the General Secretary. To quote our honourable Ex-President, Dewan Gajendra Kumar, "The lead word in our motto is Wisdom and Morality and Ethics are not far behind". True to the Will of our Illustrious Founder, Late Sardar Dyal Singh Majithia, the path of Wisdom, Morality and Ethics has been the kindling force all along.

Our genesis lies in the last will and testament of our illustrious founder Sardar Dyal Singh Majithia, a great patriot and one of the pioneers of the Indian renaissance. In accordance with his Will, Dyal Singh College was established in Lahore on 3rd May, 1910. Dyal Singh College, Karnal, strives to carry on the legacy of this mighty personality whose vision was to establish an educational institution par-excellence. We also seek to instil the qualities of intellectual fervour, liberal thinking and emancipated existence in our students so that with each passing generation the legacy of Sardar Dyal Singh becomes mightier and more glorious.

Our Guiding Light, Late Dewan Anand Kumar, a great visionary, the Founder member of the University Grant Commission of India, the Founder Vice Chancellor of Punjab University, Chandigarh, worked tirelessly to re-establish Dyal Singh College in Karnal on September 16, 1949.

Vision: "Excellence is a journey, not an end..."

Name and Address of the College	
Name	DYAL SINGH COLLEGE, KARNAL
Address	Near Old Bus Stand Karnal
City	Karnal
State	Haryana
Pin	132001
Website	https://www.dsckarnal.ac.in/

Contacts for Communication			
Designation	Name	Mobile	Email
Principal	Dr Ashima Gakhar	9467996336	dsckarnal@gmail.com
IQAC coordinator	Sh Sushil Kumar	9416859533	sgoel1021@gmail.com

Status of the Institute	
Institution Status	Grant-in-aid and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Establishment Details

State	University name
Haryana	Kurukshetra University

Details of UGC Recognition	
Under Section	Date
2f of UGC	16-09-1949
12B of UGC	16-09-1949

Location and Area of Campus				
Campus Type	Address	Location	Campus Area in Acres	Built up Area in sq.mts.
Main campus	Near Old Bus Stand Karnal	Urban	8	13310.53

Strengths and Capacity (Human and Financial)

As an organization, the College identifies the following strengths –

Academics:

UG programme –

B.A.,

B.A. (Hons.) in Economics, English, Political Science,

B.Com., B.Com. (Hons.), B.Com. (Tax Procedure and Practices),

B.Sc.(Physical Sciences),

B.Sc. (Life Sciences),

B.C.A.

PG programme –

MA in Political Science, Hindi, English,

M.Com.,

M.Sc. (Chemistry),

M.Sc. (Forensic sciences)

Value Added Certificate Courses

- An Intermediate Guide to Financial Planning
- Filing of Income Tax Return
- Interview Skills and Personality Development
- English Grammar for Competitive Exams
- MATLAB Software-Fuzzy Logic and Neural Network Toolbox
- Pillars of Democracy: Unveiling India's Constitutional Institution
- Basic Techniques in Mushroom Cultivation and post harvest management
- Introductory Statistics
- Feed Formulation for Aquaculture

Faculty

- Teaching: Regular: 61, Contractual: 39
- Non-teaching: Regular: 26, Contractual: 26

Students enrolled

- At UG level –2481
- At PG level – 311

Sports facility

- 200 Mtr. Athletics Track
- Volley Ball Court
- Kabaddi Court
- Cricket Pitch
- Handball Court
- Vertical Rope
- Basket Ball Arena
- Badminton Court (Outdoor)
- Badminton Court (Indoor)
- Table Tennis Room
- Chess Table
- 12 Station Multi-Gym
- Weight Lifting Set
- High Jump Mat

Finance Source

- Admission fees
- Govt. Fund (Central and State Govt.)
- Scholarship (National , state , post metric)
- Management Contribution
- Donations (Alumni)
- Resource generation (from Value Added course, internal resource mobilization)

Analysis of the present scenario in terms of access, quality, and future readiness Access

- Our college students are provided with well furnished, spacious classrooms.
- Students have access to an extensive, well-curated library through access and e-access, guaranteeing them access to a wide range of knowledge both inside and outside of their curricula.
- The library has a subscription to a number of journals, including State, Regional, National, and International ones, as well as newspapers and periodicals.

- There is well qualified, meritorious, dedicated teaching staff that is always available to the students and ready to assist and mentor them.
- Access to a range of sports facilities is available.
- Classrooms with ICT capabilities are there for students.
- An auditorium and seminar room for cultural and academic events is also available.
- The college has canteen facilities too.

Quality

The institution offers traditional, vocational, creative, and short-term application programs with the goal of creating intellectual capital and property. The evolution of intellectual property and capital is intended to keep pace with scientific and societal advancements. Students are encouraged to take part in the extracurricular activities offered by the college at the regional, national, and intercollegiate levels in order to enhance the intellectual capital.

Future Readiness

- Our College strives for excellence in higher education that is more inclusive of a global perspective.
- Empowerment of women via education based on knowledge and values. Overall growth for sustainable and socioeconomic development, especially at the regional and national levels.
- To accomplish innovations and quality in training, research, and extension activities, as well as in teaching and learning maxima and pedagogy, in order to satisfy regional demands from the perspective of national goals.
- To encourage the best possible utilization of natural and human resources for sustainable development.
- To involve every institution stakeholder in the growth of the college and the surrounding area.
- To guarantee growth that is inclusive and the production of knowledge for human development.

- Raising public knowledge of a few radical topics, such as scientific temper and the environment, human rights, culture, heritage, and women's empowerment.
- To use outreach programs to educate the public about technology, literacy, and other related topics.
- To give students a chance to consider the important moral, ethical, cultural, social, and spiritual challenges that confront humanity.
- To support the growth of the country by disseminating specialized information and enhancing skills to increase employability.
- To instil in the pupils a respect for women, a sense of fraternity, and human values through involvement in projects that aid the impoverished.
- To equip students with the skills necessary for leadership in the workplace and public life through training courses, seminars, and guest lectures.

Social and Academic Mission

Social Mission

The social mission of the college is primary programme for doing social good. This helps the HEI to become centre of excellence that is self reliant for the professional as well as academic growth and also to contribute to the various aspects of development.

The social mission is expressed as:

- To offer tools for education, research, innovation, and information sharing that will help students' personalities grow and develop holistically and ultimately contribute to a more meaningful society.
- Fair access to reasonably priced, high-quality postsecondary education for all students, including those with disabilities.
- The creation of knowledge for the advancement and well-being of society via innovative research, as well as the conceptualization of technical and non-technical solutions to societal problems.
- Incorporating and anchoring skill development, training, and vocational education.
- Development of entrepreneurial and industry-ready human resources to enhance overall development, social good, and quality of life.

- Improving gender equality, decreasing disparities, promoting diversity and inclusivity, raising environmental awareness in support of the Sustainable Development Goals (SDGs), and other overarching objectives.
- The globalization of higher education, the skill-building and workforce mobility of learners and students at all levels.

Academic Mission

Academic Mission of the college is to help the students to realise the highest skill in the field of physical and intellectual development. The mission, also aims to develop the students into good human beings who understand and appreciate the culture of the world they live in. The academic mission is highlighted by:

- Encouraging and bolstering multidisciplinary, cross-disciplinary, and interdisciplinary holistic education in the context of an interdependent, mutually supporting learning-driven society.
- Encouraging and facilitating the achievement of important learning objectives from a discipline's core curriculum.
- Character development, adherence to moral principles and constitutional values, intellectual curiosity, a scientific temperament, creativity, a spirit of service, and modern skills in a variety of fields, such as the social sciences, sciences, business, and vocational topics.
- Acquiring knowledge and skills related to critical thinking, problem solving, creativity, analytical thinking, adaptability, design thinking, computational thinking, social intelligence, cross-cultural competency, new media literacy, virtual collaboration, and adaptive thinking.

Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

Visionary management

- Governed by eminent trustees and dedicated, motivating members of governing body.
- Decentralized, transparent and participative administrative system.

Institutional recognition

- Established MHRD's Institution Innovation Council (IIC).

Societal Response

- Rapid growth in enrolment.
- High ratio of girl students depicts a safe and progressive environment.
- The well-placed Alumni closely connected with their alma-mater are an indicator of quality education and holistic environment.

State of art infrastructure

- Lush green campus and well-planned infrastructure.
- Large number of class rooms.
- Spacious auditorium.
- Fully Wi-Fi library with extensive resources-3000 rare books, 6500 E-Journals, E-Books, News Papers, Magazines, 24×7 Web OPAC Facilities, Bar coded ID cards.
- Received a grant of 2 Crore under RUSA scheme.

Promising Academic Environment

- Student centric planning, assessment and delivery of curriculum.
- Value-added courses for improving the skill-sets.
- Counselling services, Career Guidance and Placement Cell to enhance their employability.

Faculty Enrichment

- Highly qualified, dedicated and proficient teaching faculty.
- Faculty members attend Orientation, Refresher and short term online/offline courses to update their knowledge and skills.

Research System

- The faculty is rejuvenating their potential by publishing authentic research papers and articles.
- Organising/ Participating/Paper presentation in National/International Conferences/Seminars.
- Considerable number of doctoral/ doctoral registrations amongst faculty.

Students' Support Initiatives

- A structured mentoring and counselling system.
- Skill development activities by IIC and career guidance placement cell.
- Freedom of expression through College magazine 'Harmony'.
- Multiple sports facilities.
- Talent search competition subsequent training to winning students for participation in youth festivals.
- Activities like debate, declamation, paper reading, essay writing, poster making, slogan writing, collage making etc.
- Industry linkage/ strategic partnership.
- Multiple active MOUs with Industry and prestigious educational institutes.

Social / Environmental Consciousness Eco-friendly campus:

- Effective waste management (through proper segregation and disposal of waste, setting up of vermi-compost unit, and recycling of paper waste)
- Rainwater harvesting system.
- Campus trees are QR Coded.
- Commitment to social justice, community service, and empowerment of women through NSS, NCC, WDC, Legal literacy cell and ICC.

- Energy conservation through solar panels and LED lights.
- Blood Donation Camps organised in collaboration with Blood Transfusion Centre and Red-Cross Society, Karnal.

Institutional Weakness

- Dyal Singh College, Karnal being a constituent College of the Kurukshetra University, Kurukshetra, lacks the freedom in designing the course curriculum for its students. This often leads to an earnest gap between the industry requirements and academic outcomes.
- No formal mechanism to offer flexibility in the courses/ modules can be offered for undergraduate/postgraduate programmes, the institution has been vehemently bridging this gap by providing diverse value-added professional courses.
- The university admission pattern causes unnecessary delay in starting new academic session, especially for postgraduate classes.
- Limited funding opportunities for research and innovation.
- A number of posts(non-teaching) are lying vacant.

Institutional Opportunity

- Academic Bank of Credits to be created as per the guidelines of NEP-2020.
- The college endeavors to be in constant touch with the Alumni for support towards providing career guidance and placement to our students.
- Opening of more skill oriented/professional courses.
- Collaborative research with local ICAR Institutes.
- Strengthening Institution's Innovation Council (IIC) to inculcate entrepreneurship skills in students.
- To strengthen industry-institute partnerships for internship and job training facilities.
- To expand opportunities for rich biodiversity development.
- To encourage research activities within the college.

- To use and involve our well-positioned alumni towards the development of institutional goals by giving them opportunities to reconnect with the institution.
- To increase the number of vocational programs offered in order to institutionalize the use of NEP-2020.
- To clearly state the institution's vision and mission and to make sure that it is in line with NEP 2020, NCrF (National Credit Framework), the Institute's research and educational endeavors, and societal goals.
- To evaluate the need for institutional growth through extensive consultation methods.
- To create annual plans for activities and capacity building in order to close gaps and increase capability.
- To create a clear framework for the inclusive, all-encompassing growth and development of the college by applying all available resources, including opportunities for technology and tools, and making the best use of them to ensure balanced, overall growth.
- To create a culture of comprehensive lifelong learning and a working framework that integrates skill development into higher education to support entrepreneurship and improved employability.
- Create a workable framework to support teacher and student interchange, international equivalency, and internationalization of education.
- To guarantee significant involvement from all parties involved in the creation and execution of its Integrated Development Plan.

Institutional Challenge

- Increase in number of government colleges in our vicinity poses a competition.
- To secure research funding/fellowship.
- Brain drain due to better opportunities elsewhere.
- Brilliant students moving to NCR and UT (Chandigarh).

Institutional Objectives

- Our institute's goal is to give pupils the best knowledge and abilities possible. We've determined a few crucial areas to fulfil our purpose.
- Foster love of learning, a disposition toward science, and an understanding of the inculcation of human values.
- Instilling moral and ethical values in the students through the organization of public lectures, programs on moral and social responsibility, a display of inspirational speeches and films, and a screening of documentaries featuring significant figures from Indian history, literature, politics, philosophy, science, business, and space exploration, among other areas.
- Establishing and developing a green environment is equally important as achieving a standard academic setting.
- Implementing career counseling programs on a regular basis to give students the chance to select their careers after graduation.
- Encourage an entrepreneurial spirit among the students by introducing them to entrepreneurship skills through entrepreneurship counselling sessions offered by various organizations.
- In order to equip students with the necessary skills to thrive in the future world of survival of the fittest, skill-based courses to be introduced.
- Above all, psychological counselling sessions to be scheduled at least once a month to ensure mental health and personality development.

Strategic Goals and development objectives

To aid in its methodical and gradual development, the institution has strategic goals and development objectives.

Strategic Goals:

- To ensure accessible, affordable, and transparent student admissions, emphasizing equality.
- Streamline recruitment, training, motivation, and retention of skilled faculty.
- Prioritize a student-focused approach, enhancing faculty skills for better educational outcomes.

- Foster entrepreneurship and experiential learning among both students and faculty.
- Champion holistic development focusing on academic, research excellence, and its reinforcement.
- Adopt a comprehensive perspective, nurturing every aspect of individual growth.
- Cultivate a sense of community, cultural appreciation, nature connection, and Student advocacy.
- Equip students to become global citizens by internationalizing education.
- Support both students and faculty in achieving their professional and personal aspirations.
- Boost student enrolment, retention, and graduation metrics.
- Intensify support for under-represented student groups, ensuring their success.
- Offer avenues for gaining knowledge in emerging domains of global significance.
- Implement inclusive hiring practices, emphasizing continuous faculty development.
- Encourage digital modes of learning and teaching.
- Identify innovative revenue streams to bolster financial sustainability.
- Enhance the institution's global and regional stature and rankings.
- Enhance student employability on both national and international fronts.
- Develop a sustainable research and innovation environment.
- Foster relationships with alumni, communities, industries, and other stakeholders for institutional growth.
- Strengthen Academia-Industry and Academia-Community partnerships via diverse initiatives.
- Adopt the National Credit Framework (NCrF) and Academic Bank of Credits (ABC) for a fluid student mobility and flexible learning.
- Establish a rigorous accreditation system emphasizing transparency, autonomy, and quality outcomes.

Development objectives

- Oversight of the institution's academic programs and processes.
- Design and delivery of academic programs, such as curriculum excellence and pedagogical excellence.
- Integration of vocational education/ skills into general education as required under holistic education as envisaged by NEP 2020/ National Credit Framework (NCrF) through National Higher Education Qualification Framework (NHEQF) aligned courses or National Skill Qualification Framework(NSQF) aligned courses and Qualifications.
- Recruitment, development, retention, and promotion of faculty and staff.
- Fostering a conducive environment for academic and research excellence.
- Compliance of Institution's administrative, and financial governance with legal and regulatory requirement.
- Establish strategy for research goals, and a research portfolio, provisioning essential research infrastructure, recruiting and mentoring top-tier research faculty, and fostering collaborations and partnerships.
- The expansion of available space to add extra departmental rooms, laboratories, classrooms, etc.
- Renovations to bring the institution's agency infrastructure back to life.
- Expanding the use of ICT to enhance the scope and profile of the teaching-learning process.
- Filling up open positions within the organization.
- Memorandums of understanding (MOUs) are signed with other organizations and industries.
- Fund-raising and resource-mobilization strategies.
- Re-establish contact with former students to advance the college mission.

Future Plans

A. Enablers for Governance

- To create dynamic leadership organizations such as the Board of Governors (BOG) and other mandated entities that guarantee the coherence and

clarity of decision-making, while also incorporating Industrialists and Alumni into these bodies.

- To encourage conscientious self-management by incorporating clear and open accountability systems.
- The goal of the college IQAC is to uphold and improve academic standards by using robust processes and quality control methods.
- To promote wide-ranging stakeholder participation in order to enhance decision-making through the incorporation of various viewpoints.
- Establishing self financed programme enables the college to move toward self-sustainability and harmonizes academic standards with society norms.
- Prioritizing leadership abilities in conjunction with a well-defined strategic plan

B. Resource Generation Funding Models and Financial Enablers

For the purpose of developing financial enablers, such as government grants, project overheads, research consultancies, patents, alumni donations, private sector collaborations, and fundraising campaigns, it is necessary to identify and rank the current and potential new income sources.

- To develop a sustainable revenue model that relies on the following primary sources of income: government grants and subsidies; overhead from sponsored R&D projects; endowments; charitable contributions; and other sources such as corporate social responsibility (CSR) and royalties from intellectual property (IP) and patents.
- To decide how the institution's funding will be distributed across its several departments, including student services, research activities, faculty and staff pay, and development enablers.
- To assure transparency, accountability, and auditability in all financial transactions to uphold credibility and confidence among stakeholders.
- To create a long-term financial plan that outlines steps to guarantee financial sustainability, like boosting efficiency, reducing expenses, and diversifying sources of revenue.
- To create an investment plan that balances risk and returns in order to

guarantee that money raised from investments is put to good use in assisting with the creation of financial enablers.

- To encourage cooperation and joint ventures with public and private organizations, as well as bi- and multilateral agencies and other organizations, in order to pool resources and knowledge to assist in the creation of financial enablers.
- Communicate with governments, local businesses, communities, civil society organizations, and international organizations to learn about their requirements and top priorities for the creation of financial enablers.

C. Academic Facilitators

- The goal is to give each student access to a cutting-edge learning environment where they can get the knowledge and abilities necessary to develop into responsible adults.
- Coming up with and creating a solid institutional plan based on sufficient and pertinent analysis and decision-making in accordance with the institution's mission.
- Building and maintaining a solid faculty base by means of performance evaluations, frequent development initiatives, and faculty recruiting.
- Using relevant industry experts in the development and execution of curricula.
- Creating role models out of leaders by analyzing their commitment and multitasking.
- By providing a model of education that boosts self-confidence to pupils;
- By using a student integrated development approach.
- Following a predetermined, regulated, or set student-teacher ratio for all learning and evaluation activities.
- To deliver top-notch professional, application-based education in a variety of interdisciplinary fields.
- Academic approach by providing 360-degree access to resources for skill and capacity training, research, and the production, protection, and use of intellectual property (IP).
- Including employability skills and relevant knowledge into instruction, such as

life skills, soft skills, and fundamental tech knowledge.

- Delivering professional education with distinction to students through a student-centred teaching and learning approach and providing them with excellent professional education.
- Regular and ongoing capacity building for faculty members via NCrf, Academic Bank of Credits (ABC), National Higher Education Qualifications Framework (NHEQF), National Skills Qualification Framework (NSQF), and Indian Knowledge System (IKS)-related refresher and faculty development programs
- Superb hardware and software enablers, contemporary labs with pervasive technology, and integrated learning platforms.

D. Research, Intellectual Property, and Supportive Enablers

- Cultivating a culture of innovative thinking.
- Promoting systematic institutional research.
- Collaborating with universities, research centres, industry, and the community.
- Focusing on quality research programs and intellectual property development.
- Encouraging faculty participation in research projects.
- Setting aspirational goals and creating mechanisms for the optimization of resources.
- Monetizing research outcomes through consultancy & commercialization efforts.
- Identifying commercially valuable research outcomes and engaging with industry.
- Providing training programs for researchers on research funding and IP protection.
- Exploring funding mechanisms and cultivating an entrepreneurial culture.
- Continuously monitoring and evaluating research funding efforts.
- Recognising and engaging with Government, Industry, Academia, and Society as key stakeholders in research and development activities, with evolving roles in a knowledge-based society and economy.

E. Human Resources Management Enablers

- To establish policies and guidelines within the broader framework of regulatory requirements.
- Involve faculty members, administrators, and other stakeholders in the development of institutional policies and practices.
- Establish a system for regular review of HR practices. Solicit feedback from faculty and staff to identify areas where flexibility can be introduced or where existing policies may need adjustment to better align with the institution's goals.
- Create dedicated compliance teams or committees responsible for ensuring that HR practices align with both regulatory requirements and institutional autonomy.
- Provide training and awareness programs to faculty and staff regarding the importance of regulatory compliance.
- Ensure transparency in decision-making processes related to HR practices.
- Provide robust career counseling and placement services, including internships, industry projects, and job placement assistance.
- Organize regular workshops on softskills, leadership, and industry-specific skills to prepare students for the work force.
- Offer a variety of scholarships, grants, and financial aid options to support students from diverse background.
- Establish mentoring programs to help the students join hands with faculty, alumni, or professionals for guidance and support.
- Facilitate international exchange programs to provide global exposure and learning opportunities.
- Invest in continuous education and training programs to enhance the skill set of administrative staff.
- Develop clear performance appraisal Systems that reward excellence and provide constructive feedback.
- Provide resources and support for pedagogical innovation and teaching excellence, such as access to the latest educational technology.

- Foster opportunities for collaboration with industry, other institutions, and within the university to encourage cross-disciplinary research and teaching.
- Develop programs that promote diversity, equity, and inclusion across all levels of the institution.
- Institute recognition programs to celebrate the achievements and contributions of students, staff, faculty, and researchers.

F. Enablers for Networking and Collaborations

- The mission is to establish robust connections with various stakeholders to enhance their impact and relevance.
- Establishing partnerships with Centres of Excellence, diverse range of stakeholders, including other academic/research institutions, industry, civil society, and institutions across borders.
- Effective networking, encompassing connections within and beyond the academic realm.
- Engage with industry, alumni, other higher education and research institutions, as well as the wider community, fostering synergies that drive collective development.
- Collaboration and partnership-building with local, national, and global agencies to support a range of enablers, including innovative academic initiatives, intellectual property development, and emotional support programs.

G. Physical Enablers

- Champion environmental stewardship by enhancing energy efficiency, minimizing waste, and reducing environmental impact.
- Ensure facilities and equipment for Vocational Education, Training, and Skills.
- Ensure accessibility for Persons with Disability, promote gender inclusivity, and ensure a zero-tolerance approach towards discrimination, ragging, bullying, including cyber-bullying.
- Prioritize the safety of the campus community and establish protocols for risk management in design and operation.

- Provide facilities for artistic expression, sports, fitness, and health, including mental health services like counselling and wellbeing centre.
- Emphasize knowledge management as a principle for resource generation and management.
- Ecological Preservation.
- Foster sensitivity towards the environment and promote awareness campaigns.
- Sustainable Infrastructure and mobility.
- Embrace alternative energy sources and adapt to eco- friendly technologies.

H. Digital Enablers:

- Ensure a strong ICT infrastructure across all campuses for high-speed internet, communication, and digital information access.
- Implement a dash board for real-time monitoring of resources, environmental factors, and infrastructure utilization.
- We are working towards a paperless system, incorporating digital processing for all educational activities, and providing stakeholders with online access.
- Fully centralized admission processes, student fees.
- Elevate the digital presence through dynamic websites, online teaching systems, computerized examination processes, and digital credentialing.
- Foster online networks for alumni, and support e-placement initiative.
- Aim for a phased digital transformation, spanning one to two years, either through in-house efforts or by collaborating with experienced IT organizations or EdTech companies.

Strategies to promote leadership

Several institutional methods, including decentralization and participative management, demonstrate effective leadership. Since the college's founding, a centralized method has been used to carry out administration efficiently. An atmosphere of solidarity and respect for one another is fostered by this open and participatory approach, which guarantees the institution's smooth operation and further expansion. An institution's success actually stems from the collective efforts of all those who strive to realize the institution's vision and goal. Every stakeholder in the

establishment of a college, from the President of the Governing Body to every member of the staff and students, has a part to play. The development of the college has been facilitated by their participation and cooperation in the creation and execution of policies governing academic and administrative matters through a variety of groups and committees. The institution emphasizes decentralization.

The Governing Body

The governing body of the institution, which has distinct duties to meet the demands of the institution for its continuous operations and development, makes up the administration of the institution. The Governing Body has authorized all strategic plans that pertain to the development of infrastructure, improving the calibre of the teaching-learning process, promoting research, and encouraging healthy habits. These plans are crucial for achieving the institution's benchmarks and set goals. Additionally, it extends all the facilities to students, non-teaching personnel, and teaching faculty. The execution of the institution's facilities and financial management are also handled by the Governing Body. It directs and clarifies the resources at hand and gives the institution's chief permission to carry out the tasks.

The Principal, Head of the Departments, Teaching and Non-teaching staff, and other community members focus on promoting the institution's growth by sharing duties.

The Principal

In addition to serving as the IQAC head, the Principal is the member-secretary of the Governing body. The Principal administers many administrative, student, and academic policies after consultation with the teachers on the various committees. A number of committees collaborate closely with both the IQAC and the authorities. The committees are:

- Staff Advisory Council
- Academic Council
- Examination Cell
- College Magazine And Prospectus Committee
- Admissions Committee
- Time Table

- Record Keeping & Document Maintenance Committee
- NAAC/IQAC Committee
- Youth Welfare and Cultural
- NSS Committee
- NCC Committee
- Research Forum & UGC Cell
- Library Committee
- Women Development Centre
- College Canteen Committee
- Tours And Trips Committee
- Fee Concession and Scholarship Committee
- Purchase & Disbursal Committee
- Building Maintenance & Construction Committee
- Internet, Website & Electronics Committee
- Beautification Committee
- Waste Management (E-Waste, Chemical & Bio Waste)
- Cleanliness Committee
- Press Publicity & Photography Committee
- SC/ST Committee
- OBC Cell
- Minority Cell
- NEP-2020
- Career Guidance, Internships And Placement Committee
- Event Management Committee
- University Work Committee
- Sports Committee
- Legal Literacy Cell and Awareness Cell
- Electoral Literacy Club
- Red Cross Society, Red Ribbon & Blood Donors Club
- Alumni Committee
- Security And Discipline Committee

- Girls Common Room Committee
- Proctorial Board
- Internal Complaint Committee (Anti Sexual Harassment)
- Students Grievances Redressal Committee
- Anti Ragging Committee
- Drug & Tobacco Control Cell
- Prakriti: The Eco Club
- Green-Energy/Environment Audit Committee
- Mentor-Mentee

Besides these committees, the teaching and non-teaching staff find representation in the Governing Body of the college. Their suggestions are taken into account while formulating policies or making decisions.

Participative Management: At every level, the college encourages the culture of participatory management. In creating policies and making decisions, the principal, governing body, faculty, and IQAC are involved. They also frame guidelines and rules and regulations for admissions, exams, discipline, code of conduct, grievances, finances, building, remodelling, etc.

Interactions with the government and other external bodies are conducted by the principal and faculty members. Along with the instructors and the principal, students and office staff support and assist with the various academic, administrative, extension related, co-curricular, and extracurricular activities.

Transparency in governance

The institution's vision and mission are reflected in and aligned with the governance of the organization.

Nature of Governance

All parties involved in the institution's administration participate in its democratic and participatory form of governance. The Principal is given authority by the Governing Body and then distributes it to the various tiers of college employees. The heads of departments, coordinators and conveners of various committees and cells, and staff

representatives in the governing body all have a significant impact on the formulation and execution of institutional policies.

Participation of Teachers in Decision-Making Bodies

- Teachers play a crucial role in carrying out the college's vision and objectives. Thus, educators actively participate in the decision-making process. Department heads assist the institution's head in administrative tasks and have a significant administrative role in the operation of their own departments.
- The governance framework guarantees that the college's operations align with its mission and vision.
- In addition, the teachers have a say in the institutional policies through the Teachers' Staff, their delegates in the governing body, the College's Building Committee, the Internal Audit Committee of the Financial Advisory Committee.
- Along with these teachers, both as conveners and members of the several committees and cells, that are established, to oversee the day-to-day operations of the college. Being a part of these committees allows the professors to play a big part in the institution's participatory role. They set the priority for other academic areas as well as the procedures for admission, exams, libraries, and innovative teaching and learning techniques. Additionally, by leading the NSS Unit, the Women's Cell, the Eco Club, teachers play a ubiquitous role as leaders and motivators of culturally and socially conscious activities within the institution.

Action Plan

- To choose, gather, align, and integrate data and information on the administrative and academic aspects of the college, a management information system (MIS) will be developed.
- Faculty cross-departmental mobility will be promoted. Additionally, the authority will urge faculty members to take some refresher courses, and faculty members will be awarded leave as a result.
- The authority will encourage and inspire the faculty to engage in research projects as well as to attend workshops, conferences, and seminars. The college office will keep a record of the same.

- The use of audio-visual aids in the teaching and learning process will be encouraged as a trend. Alongside this, other creative, practical, and department-specific courses will be offered.
- The college will create specific quality control procedures that work with the current administrative and academic framework.
- In addition to academic growth, there will be a friendly atmosphere for students' co- and extracurricular development.
- Students' involvement in the community will be promoted. The college will encourage the students to participate in numerous social service projects, the NSS camp, and other events.
- The career counseling cell will set up counseling programs to help graduating students develop their employability in various fields based on their skills. In addition, the college will offer short-term courses on career potential and admission into service.
- Offering human resource and practical skill development through vocational programs that lead to global capabilities.

In summary, our institution's Integrated Development Plan (IDP) has been produced in accordance with the standards established by aligning the institution's future goals with the fundamental principles of NEP 2020 and establishing procedures for monitoring its execution.

However, in light of the college's changing requirements and new obstacles, the IDP that has been developed is merely an attempt to provide a roadmap; modifications may be allowed as needed.