INSTITUTIONAL DEVELOPMENT PLAN (2023-2032)

AGARWAL VIDYA VIHAR ENGLISH MEDIUM COLLEGE VESU- SURAT

1 <u>INSTITUTIONAL BASIC INFORMATION</u>

1.1 INSTITUTIONAL PROFILE

Name of the Institution	Agarwal Vidya Vihar English Medium College
Head of the Institution	Dr Gautam G. Dua (I/c Principal)
Contact Details	E-Mail Id: avvcollegesurat@gmail.com Mobile No.: +919712605055
College Website	www.avvcollege.org
University Affiliated to	Veer Narmad South Gujarat University, Surat
University Website	www.vnsgu.ac.in
Name of IQAC Co-ordinator	Dr Krishna Shastri
Name of NEP Co-ordinator	Dr Gautam Dua
Name of RDI Co-ordinator	--
Name of TLET Co-ordinator	--
NAAC Accreditation Status	No
NIRF Ranking	No
UGC Recognition	2(f) – No 12B – No
NBA Accreditation	No
Financial Status	Self-Finance College
Under National Education Policy (NEP 2020), would your institute prefer to be:	Would act as per the University
Year of Establishment	2017
Course Offered	PhD, Master of Arts (Economics), Bachelor of Arts (Economics) Bachelor of Commerce Bachelor of Business Administration Certificate courses
No. of Teaching Faculties	Permanent: 16 Contractual: 04 Visiting: 06
No. of Students	**2023-2024:** 1704
Utilities	Library, Auditorium, Computer Lab, Canteen, Digital Lab etc.
Sports Facilities	Basketball Court, Badminton Court, Volleyball Ground, Indoor Sports Room, etc.

1.2 INSTITUTIONAL SWOC ANALYSIS

A. Strengths:

- We have well-qualified, dynamic & self-motivated faculties.
- We are the only English Medium College offering a Bachelor & Master of Arts Programme in Economics in the entire South Gujarat region of South Gujarat University.
- We are equipped with modern teaching infrastructural facilities that aid in modern teaching methodologies.
- We have an immense inclination towards the all-round development of students as a part of which we offer distinct vocational courses and certificate courses to our students.
- Our college is located in the prime location of the city which is ideal for the pursuit of academic excellence.
- **Our college is located in the prime location of the city, which is ideal for the pursuit of academic excellence.**
- We have rankers at the University Examinations for the last 3 years on a streak.
- We have a well-equipped library which comprises of digital library too.

B. Weaknesses:

- Though we have adequate infrastructural facilities, we still feel short of space for horizontal expansions.
- Limited number of Seminars/Conferences organized.
- Less numbers of research publications by our faculties indexed in FT 50, ABDC, SCOPUS and Web of Science.
- Limited number of enrolment in our study centre of Dr Babasaheb Ambedkar Open University, Ahmedabad.

C. Opportunities:

- We can increase the admissions in the selected courses which are falling behind.
- We can strengthen the quality of research publications.
- We can come up with some more Post Graduate Courses that can be offered to the students.
- We can make our alumina relationship cell more vibrant and widen its base.

D. Challenges:

- There are more number of colleges & private universities functioning in the same area.
- To Adopt and implement NEP 2020 to its fullest.
- To keep abreast with the changing teaching methodologies that aid students' learning.
- **To keep abreast of the changing teaching methodologies that aid students' learning**
- To improve Students' Placements.

2 <u>INSTUTUTIONAL DEVLOPMENT PLAN</u>

2.1 VISION

To provide a platform to the students to compete for UPSC Services /Journalism/ Mass Communication / HR Management/ Chartered Accountancy and many more such professions and to serve as a valuable source for Industry and Society.

2.2 MISSION

To provide cutting-edge, career-oriented academic programs in a supportive and stimulating environment, for the intellectual and ethical growth of a diverse student community, with an unwavering commitment to excellence in education, sensitivity to students, and the spirit of community.

2.3 GOALS & OBJECTIVES

- **Our Short-Term Goals for The Next 3 Years are:**

  1. *Enhance Academic Quality*: Implement innovative teaching strategies and provide regular training sessions for professors to ensure high-quality education.

  2. *Expand Course Offerings*: Introduce new courses and specializations to attract a diverse range of students. Partner with industries to align courses with market demands.

  3. *Increase Student Engagement*: Foster a vibrant campus life through increased participation in extracurricular activities. Establish a mentorship program to support students in their personal and academic growth.

Our short-term goals for the next 3 years are to enhance academic quality, expand course offerings, and increase student engagement. To do this, we will implement innovative teaching strategies, provide regular training for professors, introduce new courses and specializations, and establish a mentorship program to support students' growth.

- **Our Mid-Term Goals for The Next 5 Years are:**

  1. *Accreditation and Recognition*: Obtain accreditation from relevant educational bodies and gain recognition as a leading institution in the region for arts, commerce, and management courses.

  2. *Technology Integration*: Invest in advanced technology for classrooms and laboratories. Develop online courses to provide flexibility and accessibility to a broader student base.

  3. *Industry Collaborations*: Strengthen ties with industries to offer internships, workshops, and placement opportunities. Establish an advisory board comprising industry experts to guide curriculum development.

  We believe that achieving these goals will enable us to offer our students the best possible education, bridge the gap between academia and the real world, and emerge as a leading institution in the region.

- **Our Long-Term Goals for The Next 7+ Years:**

  1. *National and International Recognition*: Aim for national and international recognition as a top English-medium college. Encourage faculty and student participation in conferences and research at the global level.

  2. *Research and Innovation Hub*: Establish the college as a hub for research and innovation in arts, commerce, and management. Encourage faculty and students to contribute to academic journals and publications.

  3. *Alumni Engagement*: Create a robust network of former students to help and connect with current ones. Provide opportunities for alumni to get involved in the growth and development of the college.

The long-term goals of our college are focused on achieving national and international recognition as a top English-medium institution, establishing ourselves as a hub for research and innovation in arts, commerce, and management, and creating a strong network of alumni to help and connect with our current students. These goals are essential for the growth and development of our institution, and we believe that by actively working towards achieving them, we can become a leading institution in the global academic community.

2.4 EXECUTIVE SUMMARY

For the branches of a tree to swing in the blooming air lush green, we need to keep the roots strong and what better to work on developing the faculties of a college within to let the students flourish in the outside world. We aim to encourage the faculties through FDPs, national & international conferences, workshops, seminars, paper publications, encouraging them to apply for PhD programs, work on joint research projects, conduct team-building workshops, thereby endeavouring to ensure incremental progress of respective faculties.

Talking about the teaching and learning pedagogy, the college strives to discover new ways and means to keep pace with the changes in education creating a blend between traditional and new age techniques for teaching and learning pedagogy inclusive of instructional techniques, participatory approaches such as case-based learning, group discussions, online resources, smart boards, multimedia presentations, group research projects and other multidisciplinary courses contributing its tech-savvy learning environment and thereby performing on the frontline to provide transformative education for the opportunities of the 21st century.

Considering research & development brewing innovation, the college has a focused plan of action in the area of developing research infrastructure, multidisciplinary research culture, skill development, financial resources, faculty development through informative seminars, development programs, workshops, conferences, career advancement, industry visits, hands-on sessions, research space, etc. As an academic institute, we truly believe that substantial contributions to knowledge generation, skill enhancement, and societal growth can be empowered by creating and carrying out a well-thought-out research and skill development plan. The long-run effectiveness shall rely on the constant practices for research, development and innovation.

In pursuit of fostering a symbiotic relationship between industry and academia, our institution has set a comprehensive agenda aimed at cultivating a prosperous collaboration that goes beyond the conventional boundaries of education. The primary objective is to instil practical knowledge in our students, preparing them for the dynamic landscape of technological advancements and their profound impacts on industrial and social development.

The training and placement cell, a cornerstone of our institution since its inception, continues to evolve and expand its activities. Efforts are directed towards attracting a diverse range of companies for the placement of third-year students. A comprehensive placement brochure has been created for widespread circulation, showcasing the diverse talents and capabilities of our graduating students to reputed companies.

Accreditation benefits in protecting and promoting the interests of all the stakeholders by mapping and evaluating the overall institutional performance. During the next 10 years, our institution will focus on parameters like curriculum and new courses, teaching and learning, research, student outcomes, progression and support, outreach programs, governance and leadership, values, and perception.

Start-ups being the passionate arena for the budding youth, we as a college do provide a platform enabling our students to stimulate the innovative spark within them by providing of basics of innovation, incubation, and modification in the curriculum to cover practical aspects and conducting interactive sessions to not only motivate but also explain them the ground realities and the challenges to offer.

Cherishing the gold to polish new jewels, the institute does work for Alumni engagement as well by collecting information from pass-out UG and PG students and keeping a record of their current status in terms of their academics or other professional glory.

Considering the infrastructural plan for the college on the forefront, several initiatives have been undertaken such as the development of a smart campus, sustainable buildings, ample administrative space, a digital library well-equipped with plenty of e-resources, examination control room, faculty staff rooms, a technically sound computer labs, cafeteria, sports ground, basketball court, auditorium with conference rooms, parking facilities and others.

Teaching and non-teaching staff are the strongest pillars of any academic institute like ours. It is no less to say that these gems are an invaluable asset bringing credits for the organisation. To add more feathers to their cap of efficacy, the college also runs in the direction of their skill

development through timely workshops for professional development, imparting productive training, incorporating the latest technology into their pedagogy, working on their research skills as well as peer cooperation encouraging collaborative learning practices.

The college has been sound enough to work for the non-teaching staff development as well through student service training, organising seminars for time management skills, enabling them to achieve communication & language proficiency, equipping them with administrative and IT tools, team building activities, training in health & safety, provision of constant feedback and also providing constant acknowledgement with rewards for their promising efforts.

We at Agarwal Vidya Vihar English Medium College endeavour to work diligently on all the grounds that foster students and institutional growth & development. The marks of our success shall be witnessed through the footsteps of our students, teaching & non-teaching staff members and others who have been constantly striving to achieve the same.

2.5 DEVELOPING MOTIVATED AND ENERGISED FACULTY

- Faculty Induction Programme for newly recruited faculty.
- Encourage faculty members to participate in national & international conferences, Faculty Development Programmes, workshops, seminars, etc.
- Encourage faculty members to present papers at national & international conferences.
- Encourage faculty members to publish papers in high-impact factor journals.
- Encourage professors to apply for PhD programmes at reputable universities.
- Encouraging professors to work on joint research projects.
- Conduct Team building and leadership workshops for faculty.
- Engaging faculty at all levels with strategic direction and decision-making which will help to encourage them to pursue leadership roles.
- Enabling the faculty to use cutting-edge teaching strategies to foster creativity in their work.
- Encourage faculty to establish themselves as among the leading experts in their area with their globally recognized research and publications.
- Institutionalising the Best Researcher Award to promote the culture of research among faculty
- Institutional endeavour to ensure incremental progress of the faculty.

2.6 TEACHING, LEARNING & EDUCATION TECHNOLOGY

- Agarwal Vidya Vihar English Medium College is a shining example of innovation in the rapidly changing field of education, fusing traditional methods with state-of-the-art techniques for instruction and learning support systems. These days, our prestigious college uses a wide variety of instructional techniques, ranging from conventional lectures to participatory approaches like case-based learning and group discussions. Agarwal Vidya Vihar Eng. Med. College has embraced technology integration and is now known for its smart boards, multimedia presentations, and online resources, all of which contribute to its tech-savvy learning environment. Prominent projects like group research projects and multidisciplinary courses reflect our dedication to creative teaching methods.

- Agarwal Vidya Vihar English Medium College looks forward to a time when it will be able to fully utilize cutting-edge technology like data analytics, virtual reality, and artificial intelligence. A flexible learning environment and unique student demands are the goals of the upcoming hybrid learning models and personalized learning experiences. To ensure a smooth transition into the future, Agarwal Vidya Vihar Eng. Med. College proactively navigates difficulties including infrastructure restrictions and faculty training demands.

- Student-centric approaches emphasize Agarwal Vidya Vihar Eng. Med. College's dedication to comprehensive education. These strategies include increased involvement through interactive online platforms and extensive student support services. To sum up, Agarwal Vidya Vihar English Medium College is actively building the future rather than just responding to it, establishing itself as a pioneer in offering transformative education for the opportunities and challenges of the twenty-first century. The united efforts of the staff, students, and administrators at Agarwal Vidya Vihar English Medium College have resulted in the success of such endeavours.

2.7 RESEARCH, DEVELOPMENT AND INNOVATION

- **Action Plan**

Augment Research Infrastructure, Promotion of innovation and excellence in research at the local, national, and international levels.

- **Goals**

1. *Encourage a multidisciplinary research culture.*

2. *Identify your aims and objectives*
   - Give an understandable description of the program's primary objectives regarding the research and skill development.
   - Indicate your long- and short-term goals.
   - Coordinate objectives with the mission and vision that guides the institute.

3. *Identify the Major Focus Areas*
   - Select particular areas for skill development and research.
   - Consider the requirements of the market, advances in technology, and social problems.

4. *Resource Allocation*
   - Assign resources such as money, manpower, and infrastructure to projects that promote skill development and research.
   - Form partnerships with research groups, industry associations, and other establishments.

5. *Faculty Development*
   - Give professors the chance to improve their research techniques.
   - Promote attendance at training sessions, workshops, and conferences.
   - Encourage a culture of lifelong learning and career advancement.

6. *Student Engagement*
   - Create initiatives that encourage students to do research from the very beginning of their academic careers.
   - Include hands-on activities and business ventures in the curriculum.
   - Encourage industry visits, co-ops, and internships.

7. *Research Infrastructure*
   - Maintain and update cutting-edge labs and research spaces.
   - Assure that the required gear, software, and research are available.

8. *Collaborations and Partnerships*

- Form alliances with government agencies, academic institutions, and business executives.
- Encourage collaborative research initiatives and initiatives that share knowledge.

9. *Timeline and Milestones*
- Create a schedule for carrying out the study and training program.
- Establish quantifiable benchmarks to monitor advancements and successes.

10. *Monitoring and Evaluation*
- Put in place a strong mechanism for both monitoring and evaluating.
- Evaluate the results of research projects and skill-building programs regularly.
- Get input from all relevant parties, such as students, teachers, and business associates.

11. *Reporting and Documentation*
- Keep accurate records of all research projects and skill-building initiatives.
- Provide stakeholders with regular reports that highlight your accomplishments and effects.
- An institute can make a substantial contribution to knowledge generation, skill enhancement, and societal growth by creating and carrying out a well-thought-out research and skill development plan.
- Review and adjust the plan regularly to make sure it stays in line with the institute's goals and can be adjusted for evolving conditions.

12. *Public Participation*
- Employing outreach initiatives, workshops, and seminars, to raise public awareness of institute research.
- These steps will help you establish a strong research and skill development plan that supports an innovative and continuous improvement culture while being in line with the institute's objectives and available resources. The long-term efficacy of the plan can be ensured through routine reviews and updates.

2.8 INDUSTRY-ACADEMIC PARTNERSHIP

In pursuit of fostering a symbiotic relationship between industry and academia, our institution has set a comprehensive agenda aimed at cultivating a prosperous collaboration that goes beyond the conventional boundaries of education. The primary objective is to instil practical knowledge in our students, preparing them for the dynamic landscape of technological advancements and their profound impacts on industrial and social development.

- One of the key initiatives under this agenda involves the organization of various guest lectures conducted by industry experts. These lectures are not limited to specific courses but encompass all disciplines offered by the college. By bringing in professionals with real-world experience, students gain invaluable insights into the practical applications of their academic pursuits. This initiative serves as a bridge between theoretical learning and industry practices, providing students with a holistic understanding of their chosen fields.

- In line with this collaborative vision, the planning of industry-academic activities is another crucial aspect. These activities are designed to create opportunities for students to engage directly with industry professionals, fostering an environment where theoretical knowledge is complemented by practical experiences. The planning includes workshops, seminars, and interactive sessions that facilitate a seamless exchange of ideas and perspectives between academia and industry.

- Encouraging students to undertake short-term internships is a cornerstone of this collaboration. These internships offer students a first-hand experience of the professional world, allowing them to apply their theoretical knowledge in real-world scenarios. By exposing students to the challenges and dynamics of various industries, we aim to nurture a generation of professionals who are not only academically competent but also well-versed in the practical nuances of their respective fields.

- Furthermore, our institution places a strong emphasis on involving faculty members in consultancy and industrial projects. Encouraging them to take up challenges in collaboration with industry partners ensures that the academic staff remains abreast of the latest developments in their fields. This dynamic interaction between academia and industry contributes to a culture of continuous learning and innovation within the institution.

- For management students, finding the most suitable company for compulsory industrial training is actively promoted. This initiative aims to align the academic curriculum with the practical requirements of the corporate world, allowing students to apply their management skills in real business settings. It also establishes a network between the institution and industries, fostering long-term partnerships that benefit both parties.

2.9 INSTITUTION'S PLACEMENT PLAN FOR STUDENTS

The training and placement cell, a cornerstone of our institution since its inception, continues to evolve and expand its activities. Efforts are directed towards attracting a diverse range of companies for the placement of third-year students. A comprehensive placement brochure has been created for widespread circulation, showcasing the diverse talents and capabilities of our graduating students to reputed companies.

- To enhance employability, live skill training programs have been implemented for students facing challenges in securing placements. These programs focus on developing practical skills that are in high demand in the job market, ensuring that our graduates are well-equipped to meet the evolving needs of industries.

- In addition, the institution actively promotes the industry-academia link to integrate skill-based programs into the curriculum. Guest lectures by industry professionals are organized to provide students with insights into the current trends and requirements of the job market. Career guidance seminars, featuring experts from various industries, are conducted to empower students with the knowledge and tools needed to make informed career choices.

- In conclusion, our institution's commitment to creating a prosperous collaboration between industry and academia extends beyond rhetoric. Through a multifaceted approach encompassing guest lectures, internships, faculty engagement, placement activities, and skill development programs, we strive to equip our students with a well-rounded education that prepares them for success in the rapidly changing landscape of technology and industry. This collaborative effort not only benefits our students but also strengthens the ties between the academic and industrial sectors, fostering a culture of innovation and excellence.

2.10 ACHIEVING THE TARGET FOR ACCREDITATION

Accreditation benefits in protecting and promoting the interests of all the stakeholders by mapping and evaluating the overall institutional performance. During the next 10 years, our institution will focus on parameters like curriculum and new courses, teaching and learning, research, student outcomes, progression and support, outreach programs, governance and leadership, values, and perception.

A. Short term (3 Years)

- Orientation program on NAAC documentation and revised accreditation framework.

- Conduct state and National seminars, Webinars, Workshops, and Conferences on topics such as IPR, Research methodology, entrepreneurship development, soft skills, etc.

- Promoting various Certificate and Vocational Courses.

- Increasing Research Publication and Innovation.

- Establishment of Commerce Lab, Language Lab, and Economics Lab.

- Increase in Internships and Students Placements

B. Midterm (5 Years)

- Encourage faculty to take up Guide-ship and Research projects.

- Establish the college as a recognized Research Centre in commerce.

- Enhance industry-academia linkages.

- Arrange Field Visits for all B.Com and BBA students

C. Long-term (7 Years)

- Commencing more add-on, skill-based courses, and Employment Centric Courses

- All Teaching staff to be PhD holders

- 100% placement for students

- Separate Building Blocks for Undergraduate and Postgraduate Courses

- Attracting National and International students.

- Separate Sports Complex and Ground for various games.

2.11 INCUBATION & START-UP

- The institute is enabling the students to trigger the innovative spark in them by providing the basics of innovation and incubation.

- The institute sends the faculties for various training programs related to innovation and start-ups.

- The institute offers entrepreneurship development subjects as a part of the curriculum so that students can be prepared for the practical application of innovation.

- To make students aware of the ground realities, the institute organizes various seminars, workshops and field visits for them.
- The institute arranges interactive sessions with young entrepreneurs to motivate students by their success stories and difficulties faced by them to reach at present position.

2.12 ALUMNI ENGAGEMENT/ACTIVITIES PLAN

The institute collects information from pass-out UG and PG students of institute via social media like WhatsApp, LinkedIn, and Facebook and keeps a record of their current status. In the coming years institute would organise alumni meetings and social gatherings. The institute would also have a page for alumni on its website.

2.13 BASIC INFRASTRUCTURE DEVELOPMENT PLAN

Strategies 1 - Indicative List of Physical Infrastructure Requirements:

1. *Smart Campus, Sustainable Buildings, and Administrative Space (Short Term):*
   - Develop a Smart Campus and sustainable buildings in the next 3 years.
   - Create ample space for administrative, counselling, and admission activities.

2. *Library and Digital Resource Center (Short Term):*
   - Establish a well-developed library and digital resource centre to enhance academic resources.

3. *Examination Branch and Tutorial Rooms (Short Term):*
   - Set up a separate examination branch with a secure room for confidential documents.

4. *Well-equipped faculty Chambers and Cubicles (Medium Term):*
   - Expand faculty chambers to accommodate permanent, visiting, and part-time faculty.
   - Provide adequate faculty cubicles based on demand.

5. *Auditorium with Conference Rooms (Medium Term):*
   - Expand and develop the existing auditorium with conference rooms to facilitate various events.

6. *Hostels and Parking Facilities (Long Term):*
   - Develop tie-ups with hostels to provide accommodation for foreign students.
   - Provide sufficient parking facilities for the convenience of students and staff.

7. Exhibition Hall (Long Term):
   - Include an exhibition hall to showcase academic and creative achievements, promoting a culture of innovation.

In the upcoming 5-6 years, our physical infrastructure development plan focuses on creating a Smart Campus with sustainable buildings, prioritizing administrative spaces, and enhancing academic resources with a library and digital resource centre. This short-term strategy extends to developing examination facilities and tutorial rooms. In the medium term, the plan includes expanding faculty chambers and establishing advanced laboratories, a Computer Centre, and Multimedia Studios. Additionally, we aim to enhance the overall campus experience with a cafeteria, mess facilities, and sports infrastructure. The long-term vision involves developing hostels, parking facilities, and an exhibition hall, fostering a conducive environment for academic and creative achievements.

Strategies 2 - Indicative List of Various Types of Digital Infrastructure Requirements:

1. *Optimizing Internet Usage (Short Term):*
   - Focus on optimizing internet usage across the campus.

2. *Comprehensive Website and Online Messaging System (Short Term):*
   - Establish a comprehensive website and online messaging system to enhance communication within stakeholders' groups.

3. *Dedicated Online Blogs and Sites for Courses (Medium Term):*
   - Develop and implement dedicated online blogs and sites for each course, facilitating engagement and information sharing.

4. *Wi-Fi-Enabled Campus (Medium Term):*
   - Transform the campus into a Wi-Fi-enabled environment to promote connectivity and accessibility.

5. *Online Study Materials and Digital Library (Medium Term):*

- Steps towards Providing online study materials, establishing a digital library, and supporting digital publications to enhance academic resources.

In the short term, the digital infrastructure development plan focuses on optimizing internet usage and establishing a comprehensive website with an online messaging system. The medium-term strategy includes the implementation of dedicated online blogs and sites for each course, transforming the campus into a Wi-Fi-enabled environment, and providing online study materials along with a digital library.

Strategy 3 - Indicative List of Various Components of Innovative Academic Infrastructure Requirements:

1. *Innovative Academic Infrastructure Establishment (Short Term):*
   - Focus on establishing innovative academic infrastructure supporting cutting-edge courses.

2. *Curriculum Alignment and Embedding Employability Skills (Short Term):*
   - Regularly update the curriculum of certificate courses to align with industry requirements.
   - Embed employability skills to enhance students' readiness for the workforce.

3. *Integration of Skill Enhancement Courses (Medium Term):*
   - Develop and Integrate skill enhancement courses into the curriculum for a comprehensive education.

4. *Embedding Emerging Technologies in Curriculum (Medium Term):*
   - Enrich the curriculum by embedding emerging technologies to keep students updated in their fields.

5. *Future-Integrated Environment and Centres Development (Long Term):*
   - Create an environment integrated with the future of work, emphasizing the establishment of a Centre for Curricular & Life Skills Development (CCLSD).

6. *Support for Faculty and Non-Teaching Staff (Long Term):*
   - We will establish a Centre for Faculty Development (CFD) to support faculty development.
   - Develop non-teaching staff to enhance overall academic support.

7. *Session-wise Teaching Plans and Learning Materials (Long Term):*

- We would like to Implement session-wise teaching plans to enhance academic delivery.
- We would like to provide comprehensive learning materials such as study books to enrich the learning experience.

8. *Online Question Bank:*
   - Create a robust online question bank to enrich the learning experience.

9. *Research and International Exposure (Long Term):*
   - Provide opportunities for students to develop and utilize research and innovative thinking skills.
   - Design infrastructure to offer international exposure, enhancing global perspectives.

The strategy outlines short-, medium, and long-term goals for innovative academic infrastructure development, ensuring a dynamic and future-oriented educational environment.

Strategy 4 - Indicative Lists of Research and Intellectual Property Infrastructure Requirements:

1. *Intellectual Property Infrastructure Establishment (Short Term):*
   - Focus on establishing various types of intellectual property infrastructure to foster quality research.

2. *Attraction and Retention of Research-Oriented Faculty (Short Term):*
   - Aim to attract and retain research-oriented experienced faculty members through an API-based compensation system.

3. *Targeted Research and Collaborative Efforts (Medium Term):*
   - Focus on targeted research and collaborative efforts to enhance the research ecosystem.

4. *Increase in Ph.D. and Post-Doctoral Scholars (Medium Term):*
   - Promote an increase in the number of PhD and post-doctoral research scholars.

5. *Faculty Qualifications and Publications (Medium Term):*
   - Encourage faculty members to pursue PhD qualifications and engage in book publications, research publications, and patent activities.

6. *Conferences and Student Involvement (Long Term)*

- Organize a minimum of two conferences per year per college to foster knowledge exchange.
- Actively involve students in research activities to cultivate a research-oriented learning environment.

The strategy outlines short-, medium-, and long-term goals for research and intellectual property infrastructure development. It emphasizes the establishment of a robust research ecosystem, attracting and retaining skilled faculty, and promoting collaborative efforts. Additionally, the plan aims to increase the number of research scholars, encourage faculty qualifications and publications, and integrate students into research activities for a comprehensive and dynamic academic environment.

Strategy 5 - Comprehensive Infrastructure Development Plan:

1. *Industry and Institutional Collaboration (Short Term):*
   - Initiate collaborative efforts with industry and institutions through consultations to foster knowledge exchange and partnerships.

2. *College Incubation Centres (Short Term):*
   - Establish college incubation centres to provide a nurturing environment for innovation and entrepreneurial activities.

3. *College Publications (Medium Term):*
   - Implement a plan to facilitate college publications through the establishment of an in-house press, showcasing academic achievements.

4. *Intellectual Property Promotion (Medium Term):*
   - Promote intellectual property by introducing a compulsory patent claim for undergraduate and postgraduate projects in professional subject areas.

5. *Research Monetization Exploration (Long Term):*
   - Explore and strategize research monetization opportunities to ensure sustained financial support and maximize the societal impact of academic endeavours.

In the short term, the focus is on initiating collaborations and setting up incubation centres. In the medium term, efforts will be directed towards establishing an in-house press, promoting intellectual property, implementing a faculty ranking system, and appointing a CTO. The long-term vision involves exploring opportunities for research monetization to ensure financial sustainability and optimize the broader impact of academic initiatives.

2.14 SKILL DEVELOPMENT OF TEACHING & NON-TEACHING STAFF

A. Plan for Developing Teaching Staff's Skills:

1. *Needs Evaluation*
   - To find out which instructional staff members have particular skill shortages, conduct surveys or interviews.

2. *Workshops for Professional Development*
   - Plan pedagogy, instructional design, and technology in the classroom workshops.
   - Incorporate workshops on evaluation methods, student engagement, and active learning tactics.

3. *Training Particular to a Subject*
   - Give specialized instruction on the most recent advancements in each academic area.
   - Encourage them to attend workshops and conferences in their area of expertise.

4. *Include Technology:*
   - Educate educators on how to incorporate technology into their pedagogy.
   - Give instructions on how to use interactive tools, multimedia resources, and e-learning platforms.

5. *Improvement of Research Skills*
   - Promote involvement in research initiatives and offer assistance with publishing.
   - Plan workshops on academic writing, data analysis, and research methods.

6. *Peer Cooperation:*
   - Encourage peer observation and feedback to support collaborative teaching techniques.

B. PLAN FOR DEVELOPING NON-TEACHING STAFF'S SKILLS:

1. *Student Service Training*

   - Since they frequently engage with students, parents, and other stakeholders, non-teaching personnel should receive training in customer service techniques.

2. *Organizing and Managing Time*

   - Provide seminars on organizing, improving productivity, and managing time.

3. _Proficiency in Communication_

- Organize workshops on efficient written and vocal communication.
- Provide instruction in language proficiency as required.

4. _Administrative and Information Technology Tools_

- Educate people on computer usage and offer instruction on administrative tools and applications.
- Provide data management and record-keeping workshops.

5. _Skills for Solving Problems_

- Gain problem-solving abilities by participating in scenario-based training.

6. _Building a Team_

- Lead seminars and team-building exercises to enhance cooperation and teamwork.

7. _Opportunities for Professional Development:_

- Encourage non-teaching employees to participate in pertinent training sessions, workshops, and conferences.

8. _Training in Health and Safety:_

- Make sure employees receive health training.

9. _Cross-Cutting Techniques_

10. _Constant Feedback_

- Establish frequent feedback sessions and performance evaluations for both teaching and non-teaching personnel.

11. _Institutional Assistance:_

- Establish a welcoming atmosphere that promotes lifelong learning and skill improvement.
- Allocate funds for initiatives related to professional development.

12. _Acknowledgment and Rewards:_

- Employees who actively participate in skill development programs should be acknowledged and rewarded.
- Think about rewards that are based on performance.

13. *Programs for Mentoring:*

- Establish mentorship programs in which seasoned employees' mentor less experienced team members.

14. *Adaptability and Personalization:*

- Acknowledge that every person has a unique learning style and set of preferences. Offer adaptable choices for developing skills.
- By putting these techniques into practice, our educational institution may establish a workforce that is dynamic and always improving, which will contribute to the institution's overall success and development. The skill development programs' ongoing effectiveness evaluation guarantees that they stay in line with the demands of society.

2.15 ANY OTHER INITIATIVES FOR THE STUDENT'S AND INSTITUTIONAL GROWTH

- Improving communication with key stakeholders
- Encourage students for Entrepreneurship and 'Start-ups' in traditional occupations.
- Website upgrade and Social Media Presence.
- Strengthen Office Automation and Technological Up-gradation
- Improve social responsibility and civic awareness among students through interaction and programs for greater engagement with the local community.
- Implement Management Information Systems and Digital Payment systems.
- Organising Seminars and Expert Lectures for students.
- Certificate courses and skills-based courses
- Library development activities.
- Establishing various Student-Faculty clubs like Tourism, Photography, Art, and Life Skills.

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