

Institutional Development Plan (IDP)

1. Introduction

This Institutional Development Plan (IDP) outlines the roadmap for the holistic development of

Stani Memorial PG College, an affiliated postgraduate college, aiming to enhance academic excellence, infrastructure, governance, student support, and societal engagement. The plan aligns with the goals of the affiliating university, national higher education frameworks, and the National Education Policy (NEP) 2020.

2. Vision and Mission

Vision:

To become a center of excellence in postgraduate education, research, and innovation, fostering ethical values and sustainable development.

Mission:

- To provide quality education and skill development.
- To promote interdisciplinary research and innovation.
- To develop responsible citizens through value-based learning.
- To strengthen community engagement and inclusivity.

3. Core Objectives

- Enhance academic quality and curriculum relevance.
- Strengthen faculty and student research.
- Develop advanced physical and digital infrastructure.
- Promote student-centric governance and support systems.
- Foster national and international collaborations.
- Ensure inclusivity, equity, and environmental sustainability.

4. Key Focus Areas and Strategies

A. Academic Excellence

Objectives:

- Upgrade and diversify postgraduate programs.
- Incorporate NEP 2020 recommendations such as CBCS and interdisciplinary options.
- Promote experiential and outcome-based learning.

Strategies:

- Curriculum revision in consultation with university and stakeholders.
- Introduction of skill-based, vocational and add-on courses.
- Organize academic seminars, workshops, and conferences.

B. Research and Innovation

Objectives:

- Establish a strong research ecosystem.
- Encourage faculty and student publications and projects.

Strategies:

- Form Research Advisory Cell and Ethics Committee.

- Encourage participation in national and state-level research funding schemes.
- Set up interdisciplinary research centers.

C. Faculty Development

Objectives:

- Improve faculty competencies in teaching, research, and technology integration.

Strategies:

- Conduct regular Faculty Development Programs (FDPs).
- Encourage MOOC certifications (SWAYAM, NPTEL).
- Facilitate participation in international/national academic events.

D. Infrastructure Development

Objectives:

- Upgrade academic, administrative, and recreational facilities.
- Expand digital infrastructure for blended learning.

Strategies:

- Construct new classrooms, labs, and seminar halls.
- Establish smart classrooms and ICT-enabled facilities.
- Develop library resources with e-content access.

E. Student Support and Engagement

Objectives:

- Provide holistic development opportunities for students.
- Ensure well-being, counseling, and placement support.

Strategies:

- Strengthen mentoring and tutorial systems.
- Organize student orientation, personality development, and career guidance sessions.
- Develop training and placement cell.
- Strengthen grievance redressal and anti-ragging mechanisms.

F. Governance and Administration

Objectives:

- Adopt transparent and participatory decision-making.
- Improve institutional autonomy and accountability.

Strategies:

- Establish Internal Quality Assurance Cell (IQAC).
- Digitize administrative processes (ERP/College Management System).
- Regular audits (academic, administrative, financial).

G. Community and Industry Linkages

Objectives:

- Engage with community through outreach and extension activities.
- Build partnerships with industries for academic and employment support.

Strategies:

- NSS/NCC/RRC/UBA outreach, adult education, and environmental drives.
- Internship and MoUs with local industries.
- Alumni engagement for mentorship and development support.

H. Environmental and Social Sustainability

Objectives:

- Promote green campus initiatives.
- Enhance social inclusivity and gender equity.

Strategies:

- Install solar panels, rainwater harvesting systems.
- Conduct awareness programs on sustainability.
- Ensure inclusive facilities for differently-abled students.

5. Implementation Framework

Component	Responsible Body	Time Frame	Monitoring Body
Academic Reforms	Academic Council	1 year	IQAC
Research Promotion	Research Cell	2 years	Principal/Dean
Infra Development	Development Committee	3 years	Management
Student Services	Student Welfare Cell	Ongoing	IQAC
FDPs & Training	HR & FDP Committee	Annual	Principal

6. Monitoring and Evaluation

- Bi-annual review meetings of IDP implementation.
- Feedback from stakeholders (students, faculty, alumni).

7. Financial Planning

- Mobilization of funds from government schemes (RUSA, UGC, State Govt.).
- College Development Fund and Alumni Contributions.
- CSR and industry collaborations for infrastructure and research.