



## CRITERION 6

SSR CYCLE IV

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

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### 6.1. Institutional Vision and Leadership

**6.1.1: The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.**

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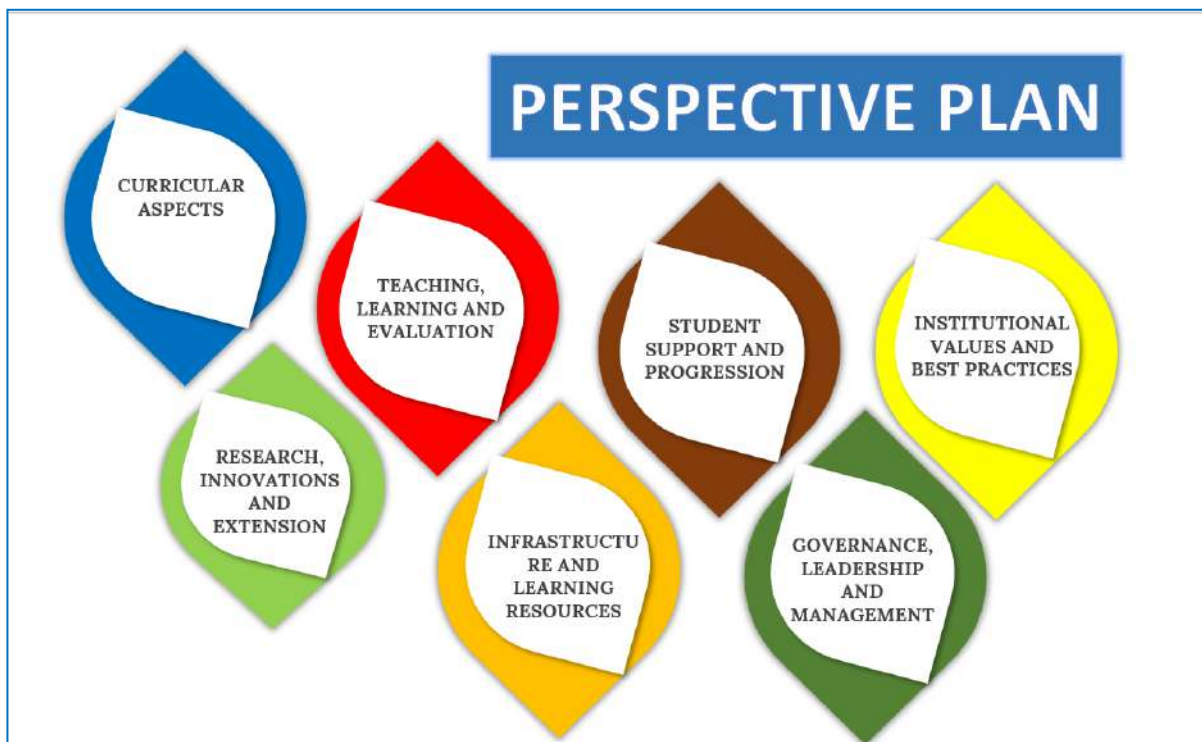
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**Strategic Plan - Formulation**

The strategic planning process initiates with the establishment of the institutional vision and mission for the college, which have already been crafted. These foundational elements serve as the bedrock for the strategic plan, guiding the subsequent steps in the planning process. Additionally, the active involvement of the Internal Quality Assurance Cell (IQAC), aligned with NAAC guidelines, ensures a participatory approach. The IQAC engages with diverse stakeholders, including the Governing Body, department heads, and various functional committees, incorporating their valuable suggestions into the development of the perspective plan.



### Institutional Perspective Plan



**Short Term Plan (2018-2020):**

- ✚ Enhance computer literacy programmes for disadvantaged school students
- ✚ Organize faculty development programmes to improve teaching abilities
- ✚ P.G. Departments to be upgraded as Research Departments
- ✚ Enhance career counselling options and guidance for competitive examinations
- ✚ Conduct awareness programmes on health, hygiene, and environmental issues
- ✚ Improve and upgrade academic, administrative, and sports facilities
- ✚ Purchase additional sports equipment and maintain stock records
- ✚ Establish and activate the Entrepreneurship Development Cell
- ✚ Establish and maintain in-house bodies for academic and administrative responsibilities
- ✚ Conduct internal quality audits, such as Academic Audits and Administrative Audits

**Long Term Plan (2018-2028):**

- ✚ Introduce new post-graduate and undergraduate programmes
- ✚ Publish ENRICH, the house journal as an online journal
- ✚ Collaborate with stakeholders for welfare programmes in adopted villages
- ✚ Encourage post-graduate students to give research presentations at conferences
- ✚ Expand computer laboratories to accommodate more students
- ✚ Construct additional classrooms for both undergraduate and postgraduate programmes
- ✚ Conduct external quality audits, such as Green Audits and Energy Audits
- ✚ Make consistent efforts to obtain grants from various funding bodies
- ✚ Achieve paperless administration/communication
- ✚ Construct an indoor stadium and a multi-purpose hall

## Perspective Plan aligned with the guidelines of NAAC

### Curricular Aspects

- ✚ Introduce new post-graduate and undergraduate programmes to meet and cater to various student demands
- ✚ Introduce new certificate course on career-oriented/ value-added/ short-term courses
- ✚ Conduct academic programmes in a collaboration with other institutions and industries
- ✚ Conduct periodic stakeholder feedback on curricular modifications and needs, and implementing the recommendations presented therein in a progressive manner

### Teaching, Learning and Evaluation

- ✚ Promote innovative student centric teaching-learning
- ✚ Create mechanism for high pass percentage
- ✚ Implement, monitor and develop an effective system of mapping of CO, PO for all programmes
- ✚ Organize computer literacy programmes for disadvantaged school students, with the help of the Department of Computer Science

### Research, Innovations and Extension

- ✚ Motivate and support staff members to actively participate in the submission of research proposals to funding agencies
- ✚ Promote book publications among faculty
- ✚ Regular publication of the house Research Journal ENRICH
- ✚ Cultivate a culture that empowers post-graduate students, motivating them to present their research findings at conferences
- ✚ Facilitate learning and awareness by organizing workshops, seminars, and conferences focused on Intellectual Property Rights
- ✚ Strengthen academic collaborations and industry partnerships by actively pursuing and signing Memoranda of Understanding (MoUs) with reputable institutions
- ✚ Engage in meaningful extension and outreach activities to connect with the community, sharing knowledge, expertise, and resources for the betterment of society

### Infrastructure and Learning Resources

- ✚ Construct additional classrooms to facilitate both the Undergraduate and Post Graduate programmes
- ✚ Upgrade the wi-fi bandwidth
- ✚ Enable ICT integrated teaching – learning

### Student Support and Progression

- ✚ Guidance for Competitive and Professional Exams
- ✚ Develop initiatives to enhance students' employability skills
- ✚ Motivation for Co-curricular and Extracurricular Skills
- ✚ Support students to excel in sports
- ✚ Financial Assistance for economically challenged students
- ✚ Comprehensive Training for Placement and Higher Education

### Governance, Leadership and Management

- ✚ Encourage faculty members to participate in more faculty development programmes in order to improve and update their knowledge base
- ✚ Financial support for participating in conferences, seminars and workshops
- ✚ Establish a formal annual performance appraisal system for all teaching and non-teaching staff
- ✚ Conduct internal/ external quality audits at regular intervals, such as Academic Audits, Administrative Audits, Green Audits, Energy Audits, and so on
- ✚ As needed, develop a wide range of employee welfare initiatives and activities
- ✚ To achieve paperless administration/ communication

### Institutional Values and Best Practices

- ✚ To promote energy conservation methods such as solar panel installation and widespread use of LED lights and fans, as well as public awareness initiatives
- ✚ To promote the recycling of paper and water
- ✚ Ensure a sanitary, clean, and green campus at all times by various means