

Institutional Development Proposal (IDP)

1. Executive Summary of IDP: The Vision for 2047

- a) The primary objective is to transit the college from a two-stream arts and commerce institution into a Multidisciplinary Education and Research University (MERU) hub.
- b) Multidisciplinary Infrastructure: Beyond "faculty-wise PG buildings," we will develop Integrated Academic Complexes where Arts, Science, Commerce and Vocational students can collaborate.
- c) Digital Ecosystem: Transforming 'cyber facilities' into a campus-wide High-Speed Digital Mesh supporting AI-integrated classrooms and virtual labs.
- d) Skill-based Curriculum: Evolving 'job-oriented courses' into NSQF(National Skills Qualifications Framework)-aligned degree programs with mandatory industry certifications.
- e) Inclusive Excellence: Prioritizing women's education through a dedicated Empowerment Wing and modern residential facilities.
- f) Integration of Indian Knowledge Systems (IKS) into curriculum and pedagogy.

Aligned with Vikshit Bharat @2047, the institution aims to produce socially responsible, environmentally conscious, and skilled graduates who contribute to inclusive national development.

2. Vision

To emerge as a learner-centric, sustainable, and multidisciplinary institution rooted in Indian values and knowledge traditions while preparing students for global citizenship.

3. Mission

- a) To deliver quality education through innovative pedagogy, digital tools, and experiential learning.
- b) To integrate Indian Knowledge Systems (IKS) into teaching-learning processes.
- c) To promote environmental stewardship through sustainable campus practices.
- d) To nurture research, entrepreneurship, and community engagement for national development.

4. SWOT Analysis: A Future-Ready Perspective

Strengths:

- a) Our college in Chandauli city offers both Arts and commerce faculty.
- b) Highly qualified and experienced teaching staff.
- c) Students perform well at university level.
- d) Adequate sports facilities and campus space.
- e) Permanent affiliation and UGC recognition.
- f) Our college is also the center of Research coursework

Weaknesses:

- a) Acute shortage of classrooms and PG infrastructure.
- b) Shortage of teaching staff in some UG and PG subjects.
- c) No separate administrative, library or laboratory buildings.
- d) No hostel, or cafeteria.
- e) Weak placement and career guidance systems.

Opportunities:

The shift toward Autonomy and the introduction of multidisciplinary subjects like Geography, Science, and Law.

Threats:

Potential loss of students to tech-enabled competitors if digital transformation is delayed.

5. Strategic Plan for Institutional Development

To meet the "Viksit Bharat" goal of a 50% Gross Enrolment Ratio (GER) by 2035, the college will:

- a) Adopt Blended Learning: Integrate MOOCs and SWAYAM platforms, allowing students to earn up to 40% of their credits online.
- b) Academic Bank of Credits (ABC): Fully implement the ABC system to facilitate 'Multiple Entry and Exit' points for students.
- c) Holistic Research: Transition faculty into PhD Supervisors to conduct research on local community issues, turning weaknesses into research opportunities.

6. Key Development Initiatives

a. Development of:

- i) Smart classrooms and modern laboratories
- ii) Digital library and Wi-Fi-enabled campus

- iii) Green Infrastructure Initiatives:
- iv) Installation of Rainwater Harvesting Systems for groundwater recharge and water conservation.
- v) Development of eco-friendly landscaping and plantation drives.
- vi) Promotion of energy-efficient lighting and solar power solutions in phases.
- vii) Developing of scientific waste-management system

b. Water Conservation Initiatives:

- a) Rainwater harvesting structures
- b) Reuse of grey water for gardening

c. Green Awareness Programs:

- a) Environmental literacy campaigns
- b) Observance of Environment Day, Water Day and Swachh Bharat Abhiyan

d. Faculty Development & E-Content Creation

Faculty members will be encouraged to:

- a) Develop e-content modules, video lectures, digital notes, and MOOCs.
- b) Upload content on institutional LMS, SWAYAM, and other digital platforms.
- c) Use blended learning approaches and flipped classrooms.

e. Establish:

- a) E-Content Development Cell and Digital Resource Repository.
- b) Training workshops on instructional design, ICT tools, and online pedagogy.

f. Promote:

Open Educational Resources (OER) and multilingual content creation to support inclusive education

g. Research Promotion & Innovation

Establish:

- a) Research & Innovation Cell
- b) Interdisciplinary research clusters including IKS-based studies and sustainability research

Encourage:

- a) Faculty to pursue Ph.D. and research supervision eligibility
- b) Student research projects addressing local and national development challenges

h. Student Support, Employability & Skill Development

Establish:

- a) Career Guidance & Placement Cell
- b) Internship and apprenticeship programs

i. Skill training in:

Communication, IT skills, financial literacy, Entrepreneurship and start-up culture

Promote:

Mentoring, counselling, and gender-sensitization programs

j. Community Engagement & Nation Building Strengthen:

- a) Rovers Rangers activities for social service, disaster response, and environmental conservation
- b) Village adoption programs focusing on sanitation, literacy, and digital empowerment

Promote:

- a) Outreach programs on water conservation, waste management, traditional knowledge, and women empowerment

7. Specific Objectives & Expected Results

- a) Digital Literacy: Ensure 100% of students and staff are proficient in digital tools and online learning platforms.
- b) Research Output: Increase the number of faculty publications in peer-reviewed journals by providing modern R&D infrastructure.
- c) Employability: Achieve a 75% placement rate through a revamped Career & Finishing School.

8. Action Plan for Growth Pillars

- a) Improving Employability & Finishing School
 - i) Industry Integration: Establish a Career Hub that invites NGOs, environmental consultancies, and tech firms for active recruitment.
 - ii) Soft Skills & Tech: Provide mandatory training in coding, data handling, and communication through the finishing school.

- b) Increased Learning Outcomes

- i) **Experiential Learning:** Shift from rote learning to Project-Based Learning where students apply knowledge to solve local societal problems.
- c) **Women Empowerment & Inclusivity**
Safety & Residence: Complete the Girls' Hostel and establish a Women's Entrepreneurship Cell to encourage female-led startups.
Targeted Support: Provide remedial coaching and digital kits to SC/ST/OBC and academically weak students to ensure high transition rates.
- d) **Digital Learning (MOOCs & SWAYAM)**
Credit Mobility: Appoint coordinators to map SWAYAM courses to the existing curriculum, enabling students to learn from national experts.
- e) **Autonomous Status & Accreditation**
The 2-Year Goal: Achieve 100% program accreditation and apply for Autonomous status to design a curriculum that reflects local industry needs.

9. Faculty & Staff Development (The First 18 Months)

Advanced Pedagogy: Mandatory faculty training in Hybrid Teaching and "Learner-Centric" methods through UGC-HRDC centers.

Non-Teaching Upskilling: Train all administrative staff in Office Automation and digital record-keeping to ensure transparency.

10. Relevance to National Development (Viksit Bharat 2047)

By producing skilled graduates in professional fields like B.Lib, LLB, BCA, and B.Sc, the college will act as an economic engine for the Chandauli district and contribute to India's status as a global knowledge superpower.

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