

KALYAN P.G. COLLEGE, BHILAI NAGAR

Affiliated to Hemchand Yadav University, Durg C.G.

कल्याण स्नातकोत्तर महाविद्यालय, भिलाई नगर

हेमचंद यादव विश्वविद्यालय, दुर्ग (छ.ग.)से संबद्ध

Reaccredited by NAAC with Grade 'B'



College of Arts, Commerce, Science and Education

कला, वाणिज्य, विज्ञान तथा शिक्षा संकाय युक्त महाविद्यालय

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पत्रकारिता पाठ्यक्रम कुशाभाऊ ठाकरे पत्रकारिता एवं जनसंचार विश्वविद्यालय, रायपुर द्वारा संबद्ध

PERSPECTIVE PLAN(2018-23)

61 Years of Journey of Success.....

विकास यात्रा का 61 वां वर्ष



अध्यक्ष की कलम से



प्रिय विद्यार्थियों,

वर्तमान युग ज्ञान और सूचना को तकनीकी रूप से उच्च शिक्षा के अध्ययन-अध्यापन में शामिल कर अधिक प्रभावी बनाने का युग है। स्कूल शिक्षा से उच्च शिक्षा में पदार्पण न केवल विचार, स्वास्थ्य, व्यवहार, वार्ता एवं कर्म में प्रखरता लाता है अपितु विवेक और नैतिक मूल्यों को परिपक्व बनाता है, जिससे विश्लेषण और चिंतन के नये द्वार खुलते हैं। अतः मानवीयता को आदर्श निरूपित करते हुए ज्ञान तथा सूचनाओं को विवेक के साथ समन्वय कर ग्रहण करना श्रेयस्कर होगा, साथ ही दैहिक, दैविक एवं भौतिक विपदाओं से मुक्त होना होगा।

हमारा महाविद्यालय प्रारंभ से विद्यार्थियों को शिक्षा के साथ नैतिक मूल्यों को जोड़कर विवेक जागृत करने का पक्षधर रहा है। हमारे प्राध्यापक विद्यार्थियों को सामूहिक शिक्षा के साथ - साथ व्यक्तिगत रूप से समर्थ एवं कौशलयुक्त नागरिक बनाने सदैव अग्रसर रहते हैं। परिसर में मानसिक एवं भौतिक समृद्धि के साथ आध्यात्मिक तथा नैसर्गिक वातावरण का निर्माण कराना हमारा ध्येय रहा है। विद्यार्थियों के उज्ज्वल भविष्य के लिए अपनी परम्पराओं के साथ नवाचार कराना हमारा लक्ष्य है, इसमें हम कामयाब हुए हैं।

मैं संस्था में प्रवेशित तथा नव प्रवेशित समस्त छात्र-छात्राओं के लिये तनाव मुक्त वातावरण, अनुशासित व्यवहार और सर्वांगीण विकास की भावना की अपेक्षा करता हूँ।

प्रशंसनीय तथा उज्ज्वल भविष्य की शुभकामनाओं के साथ

आर. के. यादव

अध्यक्ष, शासी निकाय
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प्राचार्य की कलम से



प्रिय विद्यार्थियों,

लघुभारत के प्रतीक भिलाई नगर के हृदय स्थल पर स्थित कल्याण स्नातकोत्तर महाविद्यालय भिलाई में आपका हार्दिक स्वागत है। हमारा उद्देश्य वैश्विक युवा वर्ग को स्नातक प्रथम वर्ष से लेकर स्नातकोत्तर अंतिम वर्ष तक बोधगम्य शिक्षा प्रदान कर वैश्विक समुदाय में नेतृत्व ग्रहण करने हेतु शिक्षित और दीक्षित करना है।

ज्ञानार्जन में शिक्षा का अत्यधिक महत्व है। नवीनतम तकनीकी के आगमन तथा अर्थव्यवस्था के वैश्वीकरण के परिपेक्ष्य में उच्च शिक्षा अब अन्तर्राष्ट्रीय सेवा का स्थान प्राप्त कर चुकी है। शिक्षा के गुणात्मक पक्ष पर प्रभावी ध्यान देने पर ही प्रदेश की परिधि में शिक्षा प्राप्त करने वाले युवा वर्ग को प्रतियोगितापूर्ण विश्व में अपना स्थान बनाने का अवसर मिल पायेगा।

शिक्षा हमारी संस्कृति और सभ्यता की जननी है। आज मनुष्य नैतिकता को भूलकर अनैतिकता व कदाचरण की ओर अग्रसर हो रहा है। एतदर्थ उसे सुसंस्कृत होने की आवश्यकता है। शून्य से प्रारंभ होकर हमारा महाविद्यालय अप्रत्याशित बाधाओं के बीच रास्ते निकालते हुए समय और समाज की आवश्यकतानुसार अभिनव पाठ्यक्रमों का संचालन करते हुए छात्रों की बहुमुखी प्रगति के लिए अध्ययन-अध्यापन की ही नहीं अपितु उनके शारीरिक मानसिक एवं आध्यात्मिक उन्नति की दिशा में भी सतत् प्रयत्नशील है। छात्रों में चरित्र निर्माण, कौशल विकास, आत्मानुशासन, नेतृत्व प्रशिक्षण के साथ-साथ अन्य जीवनोपयोगी क्रियाकलापों की शिक्षा देना हमारे कर्मठ, क्रियाशील और विद्वान प्राध्यापकों का ध्येय रहा है।

अंततः मेरे विचार से छात्रों को उनके व्यावहारिक जीवन के लिए इस प्रकार तैयार करना है जिससे कि वे समाज के हितों का संवर्धन एवं उन्नयन करने में अपना योगदान दे सकें।

इन्हीं मंगलकामनाओं के साथ

डॉ. आर. पी. अग्रवाल

प्राचार्य

कल्याण स्नातकोत्तर महाविद्यालय
भिलाई नगर (छ.ग.)

VISION

“To equip students with the knowledge, skills, attitude and values that is necessary for sustaining one’s balance between livelihood and life, by providing them an effective, supportive, safe, accessible and affordable learning environment.”

MISSION

- To empower students of diverse backgrounds and varied aspirations through education.
- To endow with opportunities towards self-fulfillment and competitiveness in an increasing global society through innovative and flexible learning.
- To effect and sustain a student centric culture that capitalizes on uniqueness of multi-cultural society.
- To enable the effective contribution of students towards sustainable development by inculcation of skills for transforming life’s and communities.

CORE VALUES

(A) Academic Excellence -

Education is the tool using which the nation attains pride and economical strength. Kalyan PG College aspires to achieve academic excellence so that a vital contribution to nation can be made.

(B) Multidimensional growth –

Apart from education, Kalyan PG College lays emphasis on the multidimensional growth of the student so that they can meet all types of challenges in any sphere of life.

(C) Integrity, civility and honesty –

The institute is not only desirous of making good students but also wants to make good citizens by instilling in them noble merits such as integrity, civility and honesty so that they can develop themselves and also the nation in the truest sense.

(D) Humanitarian outlook (Daya, Karuna, Prem, Sadbhavna)–

In order to keep the name of the institute ‘Kalyan’, the institute is keen on developing human emotions in students like Daya, Karuna, Prem, Sadbhavna, universal brotherhood in the students because no development is complete in the absence of humanitarian outlook.

(E) **Sensibility towards environment** –

The Indian culture always treat environment in form of a holy figure but in the pacified race of development, nowadays, the mankind has developed a habit of exploiting the environment. The institute is desirous of development without harming or exploiting the environment.

(F) **Inculcation of spirit of new technology** –

Technology has become the main axis of life nowadays. Modern tools and new technological innovations make the life well-organized and multiply the capacity of human beings. These tools and technology is useful for teaching – learning, accuracy, transparency and governance. The campus community is adequately prepared to make use of Information and Communication Technology.

Code of Conduct for Students

The students should carry their identity cards provided by the institute regularly every time they enter the institute and would produce it whenever demanded by the guard or any other staff.

- The students should behave politely with the college staff, teachers and other students.
- The students ought to participate in activities; programs and events organized by state and central govt.
- The students should attend their classes regularly and are required to fulfill 75% attendance in each class failing which they would not be permitted to appear in examination. The students have to keep the books with proper care borrowed from the library of the college and would follow all the instructions and rules of library and laboratory.
- The students are required to keep their classroom, washroom, library, laboratory, playground, and canteen, college campus neat and clean. Use of plastic items is strictly prohibited in the college campus.
- The students are supposed to switch off lights, fans and other electrical equipments after use.
- The students are required to submit their fee on time.
- The students are required to keep watching the notices boards at the college for information, intimation and notices.

- If any student is found guilty of misbehaving with any college staff; teaching or non-teaching, indiscipline or harm to the college property, the principal of the college has all the rights to take appropriate disciplinary action against such student including suspension, rustication or devoid of appearing in the examination after the consultation with the related committees formed for maintaining discipline.
- The students are expected to keep their vehicles in the parking space provided for them.
- The students are expected to protect and not to damage any property of the institute.
- Possession, consuming and distributing the toxic things like alcohol, cigarette etc. would be recognized as misconduct.

Ragging is a punishable offence. If any student is found guilty of ragging, he or she would be rusticated.

Code of Conduct for Teachers

Members of the Teaching Profession shall:

- Base their relationship with students on mutual trust and respect;
- Have regard to the safety and wellbeing of students under their responsibility;
- Work in a collaborative manner with colleagues and other professionals;
- Develop and maintain good relationships with parents, guardians.
- Be sensitive to the need for confidentiality where appropriate;
- Respect the authority of senior professional colleagues while retaining the right to express professional opinion and dissent;
- Not reprimand, censure, rebuke or criticize any colleague, or any other member of the teaching profession, in the presence of students or in public;
- Refrain from making public statements which bring the profession into disrepute;
- Conduct assessment- and examination-related tasks with integrity and in compliance with official regulations and procedures.
- Shall not on the basis of race, colour, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
- Help and motivate slow learners.

- Take classes regularly and on time following the time-table to complete the syllabus within time limit.
- Undertake research works to benefit students, society and the nation at large.
- Follow all the norms and rules of the University Grants Commission and the University.
- Impart State and Central Govt. policies and schemes to the students for their benefit.

Code of Conduct for Administration

- The college administration shall always follow all policies and rules of University Grants Commission, New Delhi, Hemchand Yadav University, Durg and governing body of the college.
- The college administration shall be impartial in its conduct towards all faculty members both teaching and non-teaching.
- The college administration must maintain the confidentiality.
- The college administration shall always work for universal brotherhood, national integrity, and environment.

CODE OF CONDUCT FOR THE MANAGEMENT

- To approve all the decisions of the committees formed in the institute and to encourage its implementation
- To study all the proposals from the various committees and to approve after consideration and to inspire its implementation
- To put a continuous endeavour to increase resources of the institute according to the need.
- To inspect the academic activities of the college and to rectify drawbacks.
- To look after the interest of the institute and to provide a clean and jovial atmosphere in the college premises
- To establish the relation between Indian culture and the present time and to make the students feel proud of their culture and tradition.
- To act according to the vision and mission of the college
- To stay transparent in all the respects
- To ensure the participation and inclusive management

STRENGTH WEAKNESS OPPORTUNITIES AND CHALLENGES **(SWOC)**

Institutional Strength:

Governance and leadership

- The College was started with the aim of providing higher education to the employees of 'Bhilai Steel Plant' in the year 1963. Students enrolled at that time were mostly employees of BSP who were in need of educational degree for their promotion. In the long journey of 61 years, the college served as a major resource centre to provide manpower to Bhilai Steel Plant.
- College guided by proactive and visionary management (Kalyansamiti).
- Decentralized and participatory functioning of administrative bodies.
- Governance measures followed through periodical meetings.
- Statutory and non-statutory productive committees and cells are functional. Institution has also framed NAAC oriented committees.
- Management ensures democratic, secular and safe student friendly environment.
- Management ensures recruitment of highly qualified and committed teaching staff.
- Management runs various welfare schemes for teaching and non teaching staff.
- Proper coordination between administrative bodies like the governing bodies, APEX Body, IQAC, Finance committees, Purchase Committee, Staff Council etc. Representative and participation of all stake holders in the management.
- Updated Audit and Finance management.
- Effectively catering to diversified education needs of tribal, rural and urban population for past years.
- Offering a range of professional, innovative and traditional programmes catering to societal needs.
- Transparency in examination and evaluation process.

Curricular Aspect

- Teaching with the value based approach and integrated learning mind set.
- The specified goal is to adhere to the requirements of the program.
- Feedback on curriculum and teaching learning process are taken from various stake holders.
- Institution has received grants from UGC, ICSSR, SCERT, DST and RUSA for research projects and infrastructure development.
- Institution provides academic flexibility and academic enrichment programs
- Institution offers Value Added and Job Oriented programs and courses.

- Encouraging faculty for pursuing Ph. D., research and advancement of qualification.
- Focus on building entrepreneurship development cell.

Teaching Learning Process

- Students from different socio-economic status, rural and urban area, communities and other states are taking admission.
- In each course the number of application received is much more than the seats available.
- Continuous mentoring, monitoring and evaluating student's performance.
- A well-equipped central and departmental library.
- ICT based students centring methods are adopted for teaching learning process.
- Various skill developments programmes are organized by departmental societies. Admission as per university norms.
- Academic achievements of students in university examination and other platforms.
- Most students are enrolled from tribal belt. We always have an opportunity to contribute in education of tribal students.

Research and Development

- Institution has nine research centres in which scholars and guides from other institutions are also enrolled.
- Number of teachers engaged in research and publication is quite high.
- Students have also received research grant for projects by IUCAA and summer research fellowship.
- MoUs with different institutions/academic bodies encourages students/Faculty exchange activities. Under the MoU, cricket ground of the college is maintained by the GovindChouhanCricket academy.

Physical Infrastructure

- Institution provides excellent infrastructure for the attainment of learning goals. It includes ICT based Smart Class rooms, Central and Departmental Library, free wi-fi campus, LAN, Playground, Gym, Digital Podium, ATM, Canteen, Auditorium, Girls hostel, Audio-Visual lab, CCTV, Digital notice board, safe drinking water. Book bank, e-Book, functional books, reference books are available, soul-2 software functional.
- Institution has received grants from RUSA for infrastructure development.

Students support and Progression

- Provision of various scholarships / freeships by the institution, government, Non-government bodies and philanthropers.
- Handbook provided to student “Dainandini” (Student’s almanac) which apprise them important information regarding code of conduct, departmental in-charges, national and regional holidays, scholarships, time table etc.
- Student oriented committees like placement cell, anti-ragging cell, grievances cell, Internal complaint committee etc. are functional.
- Various Gender sensitization programs workshops, motivational lectures on personality and skill development, entrepreneurship are frequently organized by various departmental societies.
- College support and encourage students as well teachers to actively participate in various training programs, internship and summer programs with national organizations.

Innovations and Best Practices

- Utilization of alternative source of energy in the form of solar light, LED in the campus.
- Committed to present and maintain an eco-friendly campus.
- Joint Participation of teachers, staff and students in activities like medical Health care, blood donation camp, Environmental awareness program.

Location Nearby

- College location has good connectivity with Railways and Highways.

Weakness

Curricular Aspects:

- Institution lack academic flexibility since we are implementing university curriculum.
- Various Add on /certificates courses needs to be strengthened.
- Lack of e-content development / curriculum designing by staff.
- Implementation of NEP 2020 provisions like Academic Bank of credit, Indian knowledge system, Multidisciplinary approach etc.

Teaching and Learning:

- Training programs for slow learners and advance learner is to be strengthened.
- Lower enrolment of students in some PG programs.
- Teachers training program, refresher courses, faculty development programs need to be strengthened.
- Internship/apprenticeship with corporate sector for students needs to be formalized.

Research and Development

- Teachers have to execute both academic and administrative work to encounter shortage of teaching and non-teaching staff.
- Laboratory facilities need to be strengthened for research.
- International and National collaboration activities to be done.
- Some departments are yet to apply for Research projects.
- Patent registration need to be done.

Library, ICT and physical infrastructure

- The old building requires lot of renovations
- Limited seats in girls-hostel and non availability of boys-hostel.
- Expansion of reading room in library for students
- E-learning mechanism is to be strengthened.

Student support and progression

- Lack of proper infrastructure facility for differently-able students
- Professional subject counsellor are lacking
- Lack of motivation for entrepreneurship
- Job oriented certificate courses are not sufficient.
- Lower student placement and lack of traceability of student progression.
- Institution lack enrolment of students belonging to other countries.
- Participation of students in online courses provided by NPTEL, SWAYAM and other MOOC portal is to be enhanced.

Governance and Leadership

- Restriction by state government for recruiting teachers for vacant granted post.
- Less participation of teaching staff in orientation program, refresher courses and faculty development program.
- Skill development and ICT training program for supporting staff is to be frequently organized.
- Lacking MoUs with corporate sectors.
- Dependent on state for funds, sanctions, approvals and policy level decisions.

Innovation and Best Practices

- Patents registration need to be done
- Community involvement to be enhanced.

Opportunities

Curricular aspects

- Latest trends in curriculum design and development to be adopted.
- Interdisciplinary programs, CBCS, Value added courses, Job oriented courses and Bridge courses.
- Digital pedagogy to be enhanced.
- Introducing multidisciplinary courses and research in emerging areas.

Teaching Learning evaluation

- Involving more faculty members in Research orientation programs.
- Proper mentoring, monitoring and guidance can create better avenue for student in the college.
- Academic guidance and counselling to the students coming from backward / tribal areas and communities.

Research and development

- Opening more research centre.
- Collaboration with national and international institutes for research activities.
- Financial Support from the UGC, CSIR, DST, RUSA, CGCOST, ICSSR and many other agencies are available to conduct interdisciplinary research.
- Subscription of more online referred journals.
- Availability of resources for faculty improvement.
- Developing concepts of innovations by case studies in the area of interest.
- Strategic alliances and collaborations with international and national education institutes, industries, govt. Bodies and NGOs for research, faculty student exchange, joint programme, training and consultancy.

Library, ICT, Physical Infrastructure

- Provision through various schemes for ICT and IT supported programs from state government and private sectors.
- Financial Support is expected from grant under RUSA, DST, UGC, and Local authorities and industrial Bodies.
- Establishing more smart classrooms for ICT enabled teaching.
- Organizing Workshop for students and teachers.
- Recruitment of technical staff for maintenance.

Students Support and Progression

- Training programs for competitive exams like SET, NET, GATE etc. in collaboration with other academic institutions.
- Provisions of involvement of students in various government schemes, cultural and social events.

- Interdisciplinary exchange programs with other institutions / universities. Global collaborative efforts like tie-ups with foreign universities for online interactions and students / faculty exchange programs.
- Creating portal for alumni in website for tracing alumni.
- Periodic conduction for campus placement drive, establishing Incubation centres.
- More Scholarships / free ships / awards for meritorious / needy students.

Governance and Leadership

- Mode of e-governance in interaction with university, government, and other agencies. It will make governance more transparent.
- Expanding role of IQAC in the college development initiatives.
- Staff council is capable of developing strategies for addressing different issues of development and smooth functioning.
- Availability of financial support from various funding agencies.
- Organization of training programme for leadership development of administrative and teaching staff.

Innovation and Best Practices

- Serving local society through more community development programs and teaching values to the future generation in and outside the campus.
- Collaboration with International / National /Local organizations having potential to provide resource support for building environment consciousness.
- Most of the departments have ability to develop one or two best practices.
- More activities through NCC/NSS/Departmental societies concerning environment protection, awareness regarding climate change, achieving sustainable goals.
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Challenges

Curricular Aspects

- Institution abides university rules and regulations.
- Major gap in course curriculum with respect to industry standards and our inability to modify it as per present market scenario due to guidelines by affiliating university.
- Availability of subject expert and budgetary constraint.
- Limitation of seats in certain streams of UG and PG Level.
- Priority given to the students belonging to the state.
- Viability of PG/Research programs.

Teaching learning and evaluation

- Gap between education provided and industries requirements.
- Budgetary constrain for availability of learning resources to achieve learning outcomes.
- Students come with various vernacular and ethnic backgrounds. Training these Chhattisgarhi and Hindi speaking students in English language and developing their language and communication skills is really a challenging job.
- Keeping pace with continuous modification of technology advancement in ICT based pedagogies.
- Lack of centralized ICT training programs for teachers
- To motivate faculties for developing e-contents / designing curriculum /adopting constructive pedagogies /filing patents etc.

Research and development

- Capacity building of faculty members for visualizing and preparing research proposals
- Budgetary constrain to purchase equipments, making lab modular and up-gradation of other research facilities.
- Skill up-gradation of faculty members to write research article and preparing appropriate presentation.
- Motivating faculties to pursue research projects and publications.
- Professional skills pertaining to consultancy on specific issues / projects/ areas.
- Encouraging innovation and creativities.
- Planning and resource mobilization for research activities.
- Institutional arrangement for collaboration with national / international institutions.
- Competing with national and international institutions.
- Competing with institutions of national importance.
- Meeting the technological advancements through continuous up-gradation education resources.

Physical infrastructure library ICT

- Inadequate government funding.
- Permission required from Bhilai Steel Plant for additional construction as the Institution is situated in Bhilai Steel Plant township area.
- To get grants from various government and non-government bodies for infrastructural development.

Student support and progression

- Motivating students to pursue research programs.
- Increase in the allotted quota of seats in courses for which demand is high.
- Access and affordability as cost of education continue to rise.
- Difficult to motivate interior tribal students belonging to low socio economic background for further studies or to pursue higher studies.

Governance and Leadership

- Generating sources of revenue.
- Filling granted post and applying for full salary grant. To get non availability certificate from Government.
- Sustain the motivation energy and various activities of the stake holders.
- Feeling of granted post and applying for full salary grant.
- Willingness of the academic administrator and faculty for undergoing training programs.
- Institutional arrangement for collaboration with national / international institutions.
- Government fund grant for infrastructure development.
- Increase in the allocated quota of seats in courses for which demand is high.
- Some lacunae in deployment of strategies due to budgetary constrain.
- To get non availability certificate.
- Active participation of all the stakeholders in quality sustenance and enhancements.
- Recruitment of highly qualified staff.

Innovation and best practices

- Involvement of community and other stake holders
- Provision for expert guidance.
- International collaborations.

Strategic Goals

The passionate team of Kalyan PG College after discussion with stakeholders framed the Institutions strategic Goals.



Institution Strategic Goals:

1. Promoting and maintaining Academic excellence.
2. Research and Innovation
3. Governance and leadership
4. Financial management
5. Capacity building (Skill development)
6. Student development and participation
7. Infrastructure development
8. Sustainability
9. Entrepreneurship and collaborations

Strategic Planning

Academic Excellence

- Introducing innovative/job oriented programmes.
- Providing academic flexibility, academic enrichment programme.
- Use of constructive pedagogies / blended teaching methodologies, enhancing ICT enabled teaching / multimedia.
- Outcome based education to be implemented.
- Academic Planning and preparation of Academic Calendar.
- Use of more teaching aids and adopt more ICT
- Development of e-learning resources
- Promote research culture and facilities
- Provide mentoring and personal support
- Follow a transparent and fair feedback system
- Continuous assessment to measure outcomes
- Implementation of best practices
- Enhancement of special coaching for preparation of competitive examinations.
- Organizing Guest lectures, students seminar and various projects
- To promote various professional programmes related to students and teachers.
- Increase participation in online courses conducted by NPTEL, SWAYAM, MOOC etc.
- Getting membership of National / International academic and non-academic professional bodies.
- Imbibing National Education Policy 2020 provisions like academic bank of credit (ABC), providing academic flexibility, Emphasis on Indian Knowledge system and adopting multidisciplinary approach.

Research and innovation

- Opening of more research centres.
- Establish and develop Laboratories with more research facility.
- Fund generation through research project proposals.
- Collaborations with government and private institutes, universities and research organizations.
- Promoting Interdisciplinary / Applied research.
- Encouraging research publication, participation in workshops, Seminars, and Conferences, Faculty development programmes etc.
- Developing research collaboration with foreign universities / agencies / industries.
- Faculty should take up quality research.
- Promoting research projects by students.
- Promoting research and Entrepreneurship activities/ Innovation/ expose students to Innovation, Establishing Incubation centres.
- Organizing seminars/workshop/training programmes for writing research proposals from various funding agencies.

Governance and leadership

- Implementation of e-governance in administration, admission, lectures, accounts, teaching and student's activities.
- Vision, Mission development and their articulation in every key position.
- Evaluation of institutes performance and benchmarking.
- Institutional strategic goals setting.
- Institutional strategic development plan.
- Monitoring and implementing the quality management systems.
- Ensuring Smooth working by forming statutory and non-statutory committees.
- Leadership development through decentralization and participative governance.
- Code of conduct and policy formulation, approval and implementation.
- Establishing fair and transparent performance.
- Decentralize the academic, administration and student related authorities and responsibilities.
- Prescribe duties, responsibilities and accountability.
- Portfolio assignments.
- Ensuring Democratic, participative, Secure and student friendly environment for students.
- Attracting foreign students.
- Recruitment policy formation and implementation.
- Staff performance evaluation system.
- Framing and monitoring Code of conduct, service rules, leave rules etc.
- Staff welfare policy implementation.
- Giving Rewards, recognitions and incentives for work performance.

Financial management

- Framing and implementation of purchase and financial policies.
- Department wise Budget planning and allocation.
- Forecasting Income and Expenditure.
- Effective functioning of Finance committee, purchase committee and Grant committee.
- Budget formation and approval through Finance committee.
- Ensuring Periodic Internal and External audit.
- Establishing infrastructure for revenue generation
- Policy for incentives for revenue generation plans.
- Successful implementation of internal revenue generation plans.

Capacity building (Skill development)

- Staff training for quality improvement.
- Providing best possible work facilities and Infrastructure facilities.
- Implementing Career advancement schemes.
- Encouragement for participation in seminars, conferences and workshops etc.
- Sponsorships / motivation for qualification improvement.
- Providing Support for research and innovations.
- Providing opportunities and facilities for developing teaching and research skills of faculty members.
- Developing technical skills through Faculty development programmes.
- Organizing seminars / workshop/training programmes on skill development.

Student Development and participation

- Budget allocation for student development programmes and activities.
- Ensuring Students Training and Placement activities.
- Formation of Student council/union/society/club.
- Student's representation in various committees and cell.
- Providing opportunities for Participation by organizing various extracurricular activities /events/ competitions.
- Rewarding and recognizing student's achievements.
- Enhancement of placement cell for promoting the employment.
- Ensuring students participation in Community development programmes and outreach activities.
- **Alumni interaction**
- Regular interactions with alumni and networking.
- Recognition of successful alumni.
- Exploring contributions/Sponsorships/scholarships/fund generation.

Infrastructure Development

- Infrastructure development and modification ensuring water facilities, sports facilities, Medical facilities, Plantation/gardening, Building construction etc.
- Developing Smart classrooms / seminar halls/ICT Facilities like ICT enabled class rooms.
- Modernization of laboratory and equipment.
- Library infrastructure up gradation like improving e-resources in library.
- Ensuring Safety and security management.
- Developing water management system like emphasis on Rain water harvesting, Renewable energy usage, recycling of water.
- Maintaining Hygiene, zero plastic and green campus.

Sustainability

- Ensuring sustainable use of resources
- Sustainable planning for resource management ensuring zero waste and zero emission.

Entrepreneurship and Collaborations

- Establishment and functioning of entrepreneurship Development cell
- Entrepreneurship development by providing training and guidance for entrepreneurship development through MOUs.
- Organizing Guest lectures, Seminars, workshops, Conferences for entrepreneurship development.
- Promoting, sponsoring and facilitating entrepreneurship development.
- MoUs with industries/ reputed institutions of national importance / universities / NGOs.
- Involving alumni – entrepreneurs for supporting innovation, start-ups etc.
- Supporting student's internship and collaboration works.

Strategy implementation and monitoring

After approval of strategic development plan the next step is its implementation. The principal along with various stake holders and other team member is the custodian for strategic plan and its deployment.

Implementation and monitoring by following committees/bodies-

Governance and administration	Chairman and members of GB, Administration office
Expansion	Establishment, Building Construction Maintenance and management committee
Students Admissions	Advisory Board and Admission Committee
Statutory Compliance	Principal, HODs, Coordinator
Infrastructure (Physical)	Chairman and members of GB, Administration office
Teaching Learning	Academic Planning Committee
Research and Development	Research and Development Committee
Students Development	Capacity Building and Skill enhancement committee
Departmental Activities	HODs and Faculty
Training and placement	Placement Cell, Entrepreneurship and Incubation Committee
Quality Assurance	IQAC
Infrastructure	Academic Planning Committee



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