

## **INSTITUTIONAL DEVELOPMENT PLAN (IDP 2022-2032) FOR HIGHER EDUCATIONAL INSTITUTIONS IN GOA**

*As part of the implementation of National Education Policy-2020*

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## 1. Institutional Basic Information

### 1.1. Institutional Profile:

Name of the Institution	Vikas Parishad's Mandre College of Commerce, Economics and Management			
Head of the Institution	Professor Tushar S. Anvekar			
Contact Details	Email: tsanvekar@yahoo.co.in	Cell No. 9226417414	Office:-9322629905	
College Website	mandrecollege@yahoo.co.in		AISHE Code: C-46326	
Name of the IQAC Coordinator	Miss Trupti Raut	Email: rauttrupti3@gmail.com	Cell No. 8007899437	
Name of the NEP Coordinator	Miss Trupti Raut	Email: rauttrupti3@gmail.com	Cell No. 8007899437	
Name of the RDI Coordinator	Miss Trupti Raut	Email: rauttrupti3@gmail.com	Cell No. 8007899437	
Name of the TLET Coordinator	Mrs. Darshana Kerkar	Email: gaunsdarshana@gmail.com	Cell No. 8411074175	
NAAC Accreditation Status	Not Accredited			
NIRF Ranking	2020-21: No	2019-20:No	2018-19:No	2017-18:No
UCG Recognition	2(f)	No	12 B	No
NBA accreditation	Yes	No		
Financial Status	Government /Aided: Aided		Self-Finance: No	
Under National Education Policy(NEP 2020), would your institute prefer to be:	Part of Higher-educational institution (HEIs) cluster.			

### 1.2 Institutional SWOC Analysis

#### **Strengths:**

1. Learner centric Teaching-Learning process.
2. Students attaining holistic development.
3. Recruitment of highly committed full time faculty at full capacity as per affiliating university requirement.
4. Enabling environment for faculty to grow.
5. Extensive use of ICT tools and well equipped Laboratory.
6. Supportive non-teaching staff.
7. Well established supportive alumni having an emotional bonding.
8. Full time counselor available on campus.
9. Financial assistance to all the students' i.e. Scholarships, students AIDS fund, cash prizes etc.
10. Active NSS unit.
11. Safe environment for girl student.
12. Student centric functioning with mentoring through teachers and effective academic monitoring

**Weaknesses:**

1. Space constraint to offer additional Programs.
2. Inadequate infrastructure for sports and games.
3. No linkage with industries/ institutions for research promotions.
4. Faculty holding Doctorate degree is less.
5. Lack of research culture in faculty and students.
6. Absence of E-Library.
7. Lack of facility for disabled friendly person.
8. No Transport facility for rural students travelling from remote areas.
9. Unavailability of Post-Graduate Program in regular mode.
10. Less strength of students.

**Opportunities:**

1. To develop effective industry-institute linkage.
2. To start value added courses such as stress management, entrepreneurship and skill development program with a view to enhance employability and holistic development of students.
3. To encourage research activity to develop a strong research culture in the college or to explore research potentials of the faculty and students.
4. To establish an entrepreneurial development cell aimed at sowing the seed of entrepreneurial in young minds.
5. To offer online courses.
6. To create awareness among nearby Higher Secondary Schools to attract the students in college.
7. Expansion of U.G Program.
8. To organize National and International level conferences.
9. Develop IT skills of the students.

**Challenges:**

1. To institutionalize diverse courses offering to meet market and societal requirements.
2. To start short term program with industrial collaborations in the areas such as GST, Tally, Retail Management, Event management, Web designing.
3. Strengthen Industry-Institute Interaction.
4. More placements in core-companies.
5. Encouraging students for competitive exams like C.A, P.O and for higher studies.
6. Networking and strengthening relationship with stakeholders.
7. More focus on Industry training for faculty and students.

## 2. Institutional Development Plan (for at-least next 10 years)

### 2.1. Vision

Promote highest levels of excellence and help students achieve academic, personal and career goals.

### 2.2. Mission

Mandre College aims in transforming and creating responsible and promising citizens of our country by imparting quality education and inculcating high moral standards and civic sense and also by developing their physical and intellectual capabilities.

### 2.3. Goals and Objectives

1. To help students in developing their creative abilities to become productive members of society.
2. To inculcate values, ethics and principles among the students for their holistic development.
3. To emphasize the professional and personal development of students in order to prepare the students to adapt to a rapidly changing environment.
4. To build confidence level and to develop competency through the use of modern technology.
5. To create employability and entrepreneurship skills among students.
6. To help students in career guidance and placement to seek employability so that they turn out to be responsible citizens of our nations.

### 2.4. Executive Summary

Vikas Parishad's Mandre College of Commerce, Economics and Management started in the year 2012 by Vikas Parishad's Mandre. The college is aided college and is affiliated to Goa university. College currently offers B.Com program and short term certificate courses. The college focuses on physical, mental and intellectual development of the students by motivating them to take part in various sports, cultural and recreational activities. College aims at creating responsible citizens of the country by imparting quality education and inculcating high moral and ethical values.

Our college lays importance on continuous improvement of teaching learning process and promotion of research among faculty members and also students. We undertake various imitative at regular intervals for the development of the community. The faculty members of the college continuously engage themselves in various activities to improve their teaching learning skills.

Our development plan focuses on implementation of outcome based education and placement of students. Various initiatives will be taken to promote start ups and entrepreneurship activities.

Development plan of the colleges aims at all round development of the students. The developmental plan is also prepared by taking into consideration the National Education Policy which will be implemented by the government in due course of time.

## **2.5. Developing Motivated and Energized Faculty**

### **Short term (0-2 years)**

1. To enhance the knowledge competence of faculty by participating in various FDPs
2. Number of industrial visits/faculty interaction program shall be enhanced
3. Training on advanced skills based on industrial environment to be arranged for the faculty, staff and students of the department
4. Academic training shall be arranged at repeated intervals.
5. Scheduling fun events from time to time for the faculty members.
6. Teachers shall be encouraged to cover refresher/Orientation courses.
7. Teachers and staff shall be exposed to the latest computer skills and technologies to utilize E-Sources.

### **Mid term (2-4 years)**

1. Faculty development through qualification, publication, training, study tour, short term courses
2. Revised Training Need Analysis to be conducted for faculty and staff
3. Creating a compelling reward program for the faculty members to keep them motivated.
4. Subject-wise seminars, webinars, and workshops shall be organized for academic discussions.
5. Brown-bag meetings.
6. Focus on performance improvement of faculty

### **Long term (5-10 years)**

1. Professional development institutes/programs.

## **2.6. Teaching, Learning and Education Technology**

**Short-term goals (0-2 years)**

1. ICT enabled classroom classrooms
2. Setting up a mechanism for dealing with difficulties faced with the medium of instructions: Making it possible to teach in native language.
3. Undertaking project work mainly focusing on the issues faced by the locals.
4. Industrial visit to at least two well-established industries in Goa.
5. Undertaking teaching with more of practical life examples.

**Medium-term goals (2-4 years)**

1. Content creation (digital / in prints) in native languages for the course taught in the college.
2. To introduce more skill-based courses which can ultimately help them to grab better job opportunities as per their interest.

**Long-term (5-10 years)**

1. Establishing a digital infrastructure for modernising teaching and learning, also encouraging innovation and development.
2. Introduction of integrated UG and research programs in certain discipline as per NEP requirement.

**2.7. Research Development and Innovation**

### **Short term goals (2 years)**

1. Encourage faculty, students to engage in research activities
2. Assist faculty and students to apply for funding under various government and private sector schemes to promote research and innovation
3. Develop skills re-training programs to encourage faculty with lapsed research to reignite their research program

### **Mid-term goals (5 years)**

1. Provide an institutional repository for preservation and dissemination of research data and publications
2. Enhance library resources
3. Improving quantity and quality of research publications
4. Preparing faculties for 4th year research program

### **Long -term goals (10 years)**

1. Research development department to support faculty and students in a better way in their research
2. Provide well equipped and well maintained research facilities
3. Create an office of research development to support students and faculty members in a better way in their research work.

## **2.8. Industry-Academic Partnership**

### **Short term (2 Years)**

1. Collaborating with Chartered accountant firms which will help to organize workshops, training programs for students.

### **Mid Term (5 Years)**

1. Collaborating with entrepreneurship cells/clubs in order to supervise students and conduct activities, workshops related to skills and competency development.
2. Collaboration with reputed companies/ Industries for internship and placement thus providing access to industry, students gain work-relevant skills, develop entrepreneurialism, and create professional networks.

### **Long Term (10 years)**

1. Partnership with the sports academies/industries thus aiding in conducting coaching programs, organizing tournaments and providing sports equipments.

## **2.9. Institution's Placement Plan for Students**



**Short term (0-2 years)**

1. Organize various training programs/ workshops for the students to develop their personality, Communication and interpersonal skills.
2. Organize various counseling sessions for the students to enable them to choose the right course for their career.

**Midterm (5 years)**

1. Organize various internship programs with industries to provide real-world training to the students.
2. Alumni contacts will be used for providing placement after graduation.
3. Strengthen the existing placement cell by having strategic tie-ups with various industries.

**Long term (10years)**

1. Plan for various on-campus/ off-campus placement drives to improve the placement of the students
2. Collaboration with various industries to provide placement opportunities

**2.10. Achieving the Target for Accreditation**

**Short term goals (0-2) years**

1. NAAC accreditation

**Mid-term goals (5 years)**

1. Participation in national ranking like NIRF

**Long -term goals (10 years)**

1. Participation in international ranking

**2.11. Incubation and Start-up**

**Incubation and Start- up**

**Short term**

1. To promote awareness of entrepreneurship through workshops and sessions of success stories of young and local entrepreneurs
2. To organize guest lecturers of successful entrepreneurs.
3. To organize National/International Seminars & Conferences

**Mid term**

1. To collaborate with various Government/ Research organizations, industry and funding agencies to promote and support innovation, technological development and promote start ups.
2. To help young entrepreneurs in fund raising, access to service providers and provide faculty support.
3. Provide physical infrastructure and value- added services

**Long term**

1. To focus on setting up of incubation centers.

**2.12. Alumni Engagement/ Activities plan**

**Short term (0-2 years)**

1. To organize regular alumni meet.
2. To arrange for mentorship programs and even invite the alumni to give occasional lectures and mentor the students outside the campus. This will further help them get a chance to know the real-world scenario and excel in it.

**Midterm (5 years)**

1. To identify and cultivate partnerships with alumni and enhance the impact of the college
2. Evaluate the needs, expectations, and attitudes of various alumni groups, and segment them into appropriate groups for better engagement.

**Long term (10 years)**

1. To identify engagement opportunities beneficial for alumni as well as the college.
2. Initiate alumni contribution for infrastructure development.

## **2.13. Basic Infrastructure Development plan**

### **SHORT-TERM GOALS (0-2 YEARS)**

1. Setting up of E-Library for Users.
2. Green Library Initiative.
3. Up gradation of Computer laboratory.
4. Establishment of a Sickroom facility.
5. Web-enabled Modern Classrooms with audio-visual facilities and interactive boards.
6. Setting up of canteen block to cater hygienic and nutritious food to the students.
7. Development of Parking lots for Systematic vehicular parking for staff and students
8. Common Room development scheme: a. Facilities for Girls Common Room: i.e. Sanitary napkins box in the common room.
9. Proper availability of the First Aid Box to staff and students. Proper disposal of Waste Management.
10. Setting up water filters on each floor of the college building so as to provide clean drinkable water to the students.
11. Beautification of the existing college garden.

### **MID-TERM GOALS (2-5 YEARS)**

1. Library Automation and Digitization.
2. Up-Gradation of Networking and Wireless networking in each lab and Classroom.
3. Establishment of special rooms for counselors and college N.S.S unit.
4. Construction of a store room & officer's room to set up an N.C.C. sub-unit.
5. Air- conditioning in B.com Classrooms.
6. Rain water harvesting project.
7. Settings up of solar panel as a part of sustainable development.
8. Air-conditioned library for creating a comfortable reading/working environment
9. Setting up of fully equipped sports Gymkhana for the overall development of students.
10. Setting up of a multipurpose hall to conduct various sports and cultural activities.
11. Renovation of Laboratories
12. Construction of a retaining wall on the posterior side of the college to protect from landslides.
13. Construction of the campus compound wall for a secure atmosphere.
14. Renovation of Roads/ Sewage Systems and Proper Waste management on the college campus

### **LONG-TERM GOALS (FOR 10 YEARS)**

1. Construction of separate block for Postgraduate Courses
2. Up gradation of the college campus.
3. Acquisition of more land to as a part of expansion plan.
4. Plans to develop our own multi-utility playing field.
5. Establishment of a fully equipped research laboratory.

#### **2.14. Skill Development of Non-teaching Staff**

##### **Short term goals (2 years)**

1. To organize the activities that will boost their confidence and output at workplace.
2. Skill development training mainly in soft skills, English communication and computer
3. Involving the non-teaching staff in the decision making process of the college

##### **Mid-term goals (5 years)**

1. **Career development program**

#### **2.15. Any other Initiatives for the Student's and Institutional Growth**

##### **Short term (2 Years)**

1. Senior teachers, skilled persons shall be invited to give life skill training and boost the morale of the students.

##### **Mid-term (5 years)**

1. Inviting reputed entrepreneurs to share their experiences with the students and motivate them to set up their own business.
2. Organize productive training sessions for administrative staff and teaching faculty on latest information and communication technology skills for enhanced performance.