SIES Nerul College of Arts, Science and Commerce (Autonomous)
Institutional Development Plan

- ➤ SWOC analysis of the institution was done to understand the diverse challenges and immense opportunities so that guidelines could be set for a strategic roadmap tailored to empower our institution

- ➤ Institutional Development Plan will enable our institution to become self-reliant of excellence for academic, professional growth, research, developmental outcomes and also contribute to the overall society.

- ➤ Stakeholder engagement will help in determining the sustainability and viability of strategic goals. The institution will undertake Stakeholder analysis to underpin the rationale for the choice of Strategic goals.

- ➤ **The main objectives to be achieved by IDP:**

Short term Objectives-

- • To identify capacity (human, material and financial) and organizational gaps, based on the goals and priorities.

- • To develop Annual Activity/ Capacity Building Plans to build capacity and remove gaps.

- • To ensure meaningful engagement of all stakeholders in the development and implementation of IDP.

Medium term Objectives-

- • To establish a transparent system for holistic, inclusive growth and development of the HEI through the application of all relevant tools, technologies and opportunities (esp Digital Technologies) for ensuring optimal utilization for overall balanced growth.

- • To establish ethos of holistic lifelong learning and an operative framework

- • To promote the better employability and entrepreneurship, by integration of skilling into Higher Education.

- • To undertake Periodic Reviews and appropriate measures for continuous course corrections and further improvements.

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Long term Objectives-

- To articulate a clear vision and mission of the institution and align these with National Education Policy 2020, NCrF, SDG and institute's educational and research activities and social objectives.

- Develop an operative framework to promote the Internationalization of education, international equivalence and exchange of faculty and students.

- ➢ The IDP committee discussed the guidelines given by UGC and highlighted following Components for Institutional Development Plan keeping social and academic vision in mind that the institution will focus on:

1. Governance

- Establishing statutory bodies like the Board of Studies, Academic Councils, Finance Commitees, Governing Body, College Development Cell, and required bodies that ensure decision making coherence and clarity.

- Robust processes and quality control mechanisms for quality assurance and maintaining and elevating academic standards.

- Encouraging comprehensive stakeholder involvement for integrating diverse perspectives

- Effective governance aligning academic values with societal expectations, ensuring institutions remain relevant and responsive.

- Adapting to the rising global dimension of higher education and leveraging insights from research and innovation

2. Finance

- Identify and prioritize the existing & additional sources of funding for the development of financial enablers such as government grants, project overheads, research consultancies, patents, alumni donations, private sector partnerships, and fundraising campaigns

- Foster collaboration and partnerships with government agencies, private sector entities, and bi-and multi-lateral agencies, other institutions to leverage resources and expertise

3. Academic

- Designing flexible curriculum and introducing multidisciplinary approach including appropriate integration of Vocational Education, Skill enhancement, Vocational Training, Value Education and Skilling into the curriculum.
- Curriculum Embedding appropriate skills and employability skills, including soft skills, life skills IKS, Human skills and foundational technology skills into learning.
- Introducing technology in the form blended mode of learning, Creation and delivery of digital content, ICT teaching methodology, etc.
- Focus on future skills by focusing on Intensive and balanced use of the latest technology, i.e. AR, VR, ML/AI
- Implementation of blended mode of learning including digital and online learning
- Creating & retaining a strong faculty base through faculty recruitment, performance analysis and regular development programmes and focus on upskilling the faculties of the college.
- Create world class Open Online/ Digital/ Blended learning Resources for a Global student/ Audience (OCW, MOOCs)
- Inspiring and motivating learning environment - student or learner centered; knowledge- centered; innovation-centered; and community centered
- Promote commercial business ideas while mentoring the student and becoming part of their Start-up ecosystem.
- Provide Educational Leadership to other Institutions, Nationally and Globally
- Development of character, ethical and Constitutional values, intellectual curiosity, scientific temper, creativity, spirit of service, and contemporary capabilities across a range of disciplines including sciences, social sciences, arts, humanities, languages, as well as professional, technical, and vocational subjects.

4. Research

- Cultivating a culture of innovative thinking
- Collaborating with universities, research centres, industry, and the community
- Focusing on quality research programs and intellectual property development for students and faculties
- Encouraging faculty participation in research projects and Paper publications

- Initiate own publishing houses for research publications
- Offering mentorship and support to startups.
- Exploring funding mechanisms and cultivating an entrepreneurial culture
- Providing training programs for researchers on research monetization and IP protection
- Introduce more PhD programmes
- Encourage more patents for students and faculties.

5. Human Resources Management

- Review and Update HR policy as per requirements
- Involve faculty members, administrators, and other stakeholders in the development of institutional policies and practices.
- Provide training and awareness programs to faculty and staff
- Encourage a culture of continuous improvement where HR practices are periodically assessed and refined to better meet the evolving needs of the institution
- Recruitment processes in HEIs should align with academic standards set by regulatory bodies and the institution's mission.
- Onboarding and Orientation for staff
- Compliance entails adhering to established evaluation criteria and processes set by UGC, AICTE, and accrediting agencies

6. Networking and Collaborations

- Collaboration and partnership-building with local, national, and global agencies for innovative academic initiatives, intellectual property development, and emotional support programs.
- Engage with industry, alumni, other higher education and research institutions, as well as the wider community, fostering synergies that drive collective development
- Establishing partnerships with Centres of Excellence and institutions across borders is essential for achieving excellence in research and teaching,
- Engage deeply with a diverse range of stakeholders, alumni networks, parents, other academic/research institutions, industry, and civil society.

7. Physical Infrastructure

- Design Campus Planning and Environmental Principles for academic, research, cultural, and operational facets
- Provide facilities for artistic expression, sports, fitness, and health, including mental health services like counselling and wellbeing centres
- Encourage Green Campus Strategies
- Embrace alternative energy sources and adapt to eco-friendly technologies.

8. Digital Infrastructure

- Ensure a strong ICT infrastructure across all campuses for high-speed internet, communication, and digital information access
- Create a digital content repository, encompassing coursework, multimedia content, learning games, AR, and VR modules for effective data management.
- Prioritize data privacy by processing personal data in a secure and lawful manner, recognizing individual rights
- Store credentials in national repositories, connecting student and faculty information through unique identifiers, as per government norms
- Transition to a paperless system, incorporating digital processing for all educational activities, and providing stakeholders with online access
- Centralize admission processes, student fees, and faculty compensation through digital platforms
- Elevate the digital presence through developing dynamic websites, online teaching systems, computerized examination processes, and digital credentials

The college will embed above excellence cornerstones for an exemplary educational experience and cultivate a new generation of enlightened individuals equipped to navigate, thrive in and celebrate the diversity of the global village.

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