

Institutional Development Plan (IDP)

Five-Year Strategic Plan (2025–2030)

1. Introduction

The Institutional Development Plan (IDP) for the period 2025–2030 is a comprehensive five-year strategic roadmap designed to ensure sustained academic excellence, institutional growth, and quality enhancement. The plan is framed in alignment with UGC regulations, NAAC accreditation requirements, and the National Education Policy (NEP) 2020. It outlines long-term goals, phased implementation strategies, and measurable outcomes to strengthen academics, research, infrastructure, governance, and community engagement.

2. Vision

To emerge as a leading institution committed to academic excellence, innovation, research culture, and social responsibility.

3. Mission

- To provide quality, outcome-based, and inclusive education.
- To promote research, innovation, and skill development.
- To empower students with employability and life skills.
- To ensure transparent governance and continuous quality improvement.

4. Five-Year Strategic Objectives (2025–2030)

- Achieve curriculum excellence aligned with NEP 2020.
- Enhance faculty quality, research output, and professional growth.
- Develop robust infrastructure and digital learning ecosystems.
- Strengthen student support, progression, and placement outcomes.
- Build strong governance, quality assurance, and accreditation readiness.
- Attain Autonomy from University of Mumbai within next three years.

5. NAAC-Based Institutional Development Plan

Each criterion is planned on a YES / NO (Achieved / Not Achieved) binary framework with five-year targets.

Criterion 1: Curricular aspects

Binary Indicator: Curriculum aligned with NEP 2020 and Outcome-Based Education

- Revision and enrichment of curriculum every 3 years & its effective implementation.
- Introduction of interdisciplinary, skill-based, and value-added courses
- Adoption of Choice Based Credit System and Academic Bank of Credits frameworks as initiated by affiliated university.

Action Plan (2025–2030):

- Incorporation of skill-based training for quick placement opportunities.
- Use of online platforms- 40 % of the courses can be pursued online as per UGC norms.
- Revival of BCom in Actuarial Studies program
- Introduction of new demand-based programs.

Measurable Outcomes (2025–2030)
1. 100% programmes aligned with NEP 2020 learning outcomes
2. Curriculum revision cycle completed as per affiliating university
3. Minimum 4 new programmes introduced (UG/PG/Skill-based/Interdisciplinary) over the next 4 academic years
4. 100% programmes under CBCS & ABC framework
5. Minimum 5 value-added / skill-based courses offered over the next 4 academic years. The College will aim at Strategic Integration of Skill-Based Pathways under NEP 2020. Courses with specialisation in BFSI (Banking, Financial Services &

Insurance), Media & Entertainment, Logistics & E-commerce, Fintech & Analytics etc will be introduced.
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Criterion 2: Teaching–Learning and Evaluation

Binary Indicator: Student-centric teaching and transparent evaluation

- ICT-enabled and blended learning practices
- Experiential learning, internships, and project work as suggested by the affiliated university and gradually by the Academic council of College.
- Continuous Internal Evaluation (CIE) mechanisms as prescribed by the affiliated university and gradually by the Academic council of College.

Action Plan (2025–2030):

- Recruitment of Faculty based on UGC guidelines with preference to professional qualifications, Certifications and experience.
- Faculty development programs within college and encouraging participation outside college in reputed institutions.
- Upskilling in Pedagogy, professional ethics and professional growth.
- Updated software in all PCs for educational and administration purposes.
- Installation of smartboards in all classrooms
- Collaborations with firms, Industry associations for internships and on the job training.
- Collaboration with reputed academic institutions for student and faculty exchange programs.
- Installation of evaluation software and question bank management system.

Measurable Outcomes (2025–2030)
1. Progressively achieve 100% results across all programmes
2. 100% classrooms ICT-enabled (Smart Boards/white boards for commerce streams) with 25% classes covered every year

3. Experiential learning (projects/internships) for all students implemented in 100% programmes
4. Continuous Internal Evaluation (CIE) implemented as per University norms
5. Blended learning adopted by 100% faculty members.

Criterion 3: Research, Innovations and Extension

Binary Indicator: Functional research and extension ecosystem

- Research and Innovation Cell/Research and Conference Committee establishment
- Faculty and student publications and projects
- Extension activities through NSS/NCC/DLLE
- **Action Plan (2025–2030):**
- **One National and One International** Research Conference to be conducted every year.
- To create a Student Research cell to encourage research culture which will also conduct 1 national level and one international level seminar/conference of students.
- To start one research publications inhouse with ISSN number.
- To provide subsidies to 100% faculty, from CSR funding, for purchasing laptops.
- To encourage faculty members for obtaining product, process or service patents.

Measurable Outcomes (2025–2030)
1. 100 % faculty with NET/SET and 75% faculty PhD / pursuing PhD
2. 15+ research papers per year in UGC/peer-reviewed journals
3. Institutional research journal with ISSN

4. Minimum 2 funded research projects
5. 5-10 MoUs with industry over the next four years.
6. Regular NSS / DLLE / extension activities every year

Criterion 4: Infrastructure and Learning Resources

Binary Indicator: Adequate and accessible infrastructure

- Smart classrooms, laboratories, and library automation.
- ICT infrastructure and e-resources availability
- Maintenance and upgradation policy
- **Action Plan(2025–2030):**
- Increase the number of classrooms for new programs
- Increase the subscriptions to e learning resources
- Automation of library
- Enhance the Divyang enabled infrastructure.
- Battery charging points for electronic vehicles as suggested in Environmental Audit 2023

Measurable Outcomes (2025–2030)
1. 100% smart classrooms
2. Library strengthened with 5,500+ new books
3. Fully automated library using KOHA software
4. E-resources (N-LIST / e-journals) available to all users

5. Annual infrastructure maintenance and upgradation policy implemented

Criterion 5: Student Support and Progression

Binary Indicator: Effective student support system

- Mentoring, counselling, and grievance redressal
 - Scholarships, remedial coaching, and career guidance
 - Placement, progression, and competitive exam support
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- **Action Plan: (2025–2030):**
 - To set up a well-established mentorship system
 - To employ an Inhouse psychological counsellor and life skills coach.
 - To ensure a minimum of 10 firms will visit the campus for placement opportunities.
 - To ensure additional courses and training to students.

Measurable Outcomes (2025–2030)
1. Structured mentoring system for 100% students
2. Scholarships and remedial coaching for eligible students
3. 75%+ placement and progression rate
4. Competitive exam guidance (NET/SET/Banking/CAT etc.) in collaboration with training institutes.
5. Functional grievance redressal and anti-ragging mechanism

Criterion 6: Governance, Leadership and Management

Binary Indicator 4: -Transparent and participative governance

- Decentralized administration and policy framework
 - Performance appraisal system (360^o)
 - Financial transparency, strategic planning & strategy implementation.
- **Action Plan (2025–2030):**
 - to ensure that all levels of the organogram take ownership of roles and drive from the front
 - Paperless administration- Digitalized software for administration
 - Performance appraisal- feedback from all stakeholders on an ongoing basis with analysis of appraisal and basing the policies on feedback received.
 - Perception based appraisal for deeper understanding
 - Semester wise SWOC analysis.
 - Goal setting through annual and short term (2/3 years) term plans.

Measurable Outcomes (2025–2030)
1. Decentralized governance with defined roles
2. 360-degree performance appraisal system implemented
3. Annual strategic and financial audits conducted
4. IQAC monitoring of all academic and administrative processes
5. Evidence-based decision making and documentation

Criterion 7: Institutional Values and Best Practices

Binary Indicator: Promotion of ethics, inclusivity, and sustainability

- Gender equity, environmental initiatives, and social responsibility
- Best practices documentation

- Green campus initiatives
- Action Plan (2025–2030):**
- Gender Audit and Green Audit every 3 years.
 - Installation of Solar tree and Smart Gardening devices as suggested in the AAA 2023
 - Tree Adoption scheme and Zero waste management in collaboration with BMC.
 - Installation of Dual litter dustbins on Campus.
 - Increasing the number of students engaged in social outreach
 - Collaborating with firms for CSR activities in Community engagement.
 - Best Practices- to devise best practices e.g. stakeholders’ welfare, community initiatives etc

Measurable Outcomes (2025–2030)
1. Gender equity and inclusive policies implemented
2. Green campus initiatives (energy saving, waste management)
3. Minimum 2 institutional best practices documented annually
4. Social responsibility and community outreach programmes
5. Environmental awareness activities conducted every year

Criterion 8: Institutional Distinctiveness

Binary Indicator: Clearly defined institutional uniqueness

- Focus on local/regional relevance
- Skill-based and value-oriented education
- Community engagement programs

Action Plan (2025–2030):

- Collaboration with local NGOs.
- Collaboration with training institutes for skill development.

Measurable Outcomes (2025–2030)
1. Skill-based and value-oriented education focus
2. Local/regional relevance in curriculum & extension
3. 05 Community engagement programmes each academic year
4. Employability-oriented training integrated into curriculum
5. Distinctive practices documented and disseminated

Criterion 9: Feedback and Quality Assurance**Binary Indicator: Structured feedback and quality review mechanism**

- Stakeholder feedback collection and analysis (Students, Parents, Faculties, Alumni, Management)
- Action taken reports (ATR)
- Continuous quality improvement through IQAC
- **Action Plan (2025–2030):**
 - 360-degree appraisal of the institution- feedback mechanisms
 - Standard Operating Procedure manuals for all processes and committees
 - Policy manuals for Quality Assurance, Research, Sustainability, Equity etc.

Measurable Outcomes (2025–2030)
1. 100% stakeholder feedback collected annually
2. Action Taken Reports (ATR) prepared and implemented
3. IQAC-led continuous quality improvement mechanism
4. Feedback used for curriculum and teaching enhancement
5. Documentation maintained for NAAC/AQAR/SSR

Criterion 10: Strategic Planning and Deployment (IDP)

Binary Indicator: Functional and monitored strategic plan

- Five-Year IDP and Annual Action Plans
- Monitoring through IQAC and Governing Body
- Documentation and outcome assessment
- **Action Plan (2025–2030):**
- Mid-term Review of Institutional Development plan
- Academic and Administrative Audit annually by external team
- Timely submission of Annual Quality Assurance Reports
- Digitalization of all Reports and Review of Outcomes of all initiatives and processes.

Measurable Outcomes (2025–2030)
1. Five-Year IDP and Annual Action Plans implemented
2. Year-wise outcome monitoring by IQAC

3. Governing Body review meetings conducted regularly
4. Outcome assessment reports prepared
5. Autonomy proposal to be prepared and submitted

Consolidated Measurable Outcomes & Academic Year-wise Targets (2025–2030) Key Performance Area	2025–26	2026–27	2027–28	2028–29	2029–30
1.Enrollment	636	795	994	1242	1415
2. Academic Results	≥95% overall results	≥96%	≥97%	≥98%	100% results across all programmes
3. Number of Academic Programmes	01 Skill-based Certificate/Diploma. (TNS programme)	Revival of B. com. Actuarial Studies Program	Existing programmes + 1 new UG programme (e.g., B.Com. Financial Markets/ B.Com. Banking and Insurance/ BMS (HR)/ B.Sc. Data Science / B.Com. in FinTech/ Retail management	Interdisciplinary Programme (Humanities Stream.)	Minimum 4 new programmes

			and 1 new PG programme (e.g., M.Sc.IT/ M.Com in Management		
4. Faculty Qualifications	50% NET/SET 20% PhD / Pursuing PhD	80% NET/SET 40% pursuing PhD	90% NET/SET 60% Pursuing Ph.D.	95% NET/ SET 80% Pursuing PhD.	100% NET/SET and PhD / Pursuing PhD
5. Smart Classrooms	30% classrooms with smart boards	50%	70%	90%	100% classrooms ICT-enabled
6. Library Resources & Automation	+1,000 books; Library automation initiated	+1,200 books; Koha software implementation.	+1,500 books; OPAC functional	+1,800 books; e-resources expanded	Total +5,500 books; Fully automated library
7. Collaborations (MoUs)	5 MoUs (Industry/NGO/ Educational)	8 MoUs	12 MoUs	15 MoUs	20+ active collaborations
8. Co-curricular & Extra-cur	5 clubs; 1 annual fest	7 clubs; 2 fests	9 clubs; 3 fests	10 clubs; Inter- collegiate events	12 clubs; Annual flagship fest
9. INTERNSHIP	10%	25%	35%	45%	55%
10. PLACEMENT	12.5%	20%	30%	40%	50%

7. Conclusion

This NAAC-based Five-Year Institutional Development Plan (2025–2030), structured on a 10-criterion binary framework, ensures compliance, accountability, and continuous quality enhancement. The institution commits to achieving all criteria within the stipulated period through systematic planning, execution, and review.

