Template for
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	G.V.M.'s Gopal Govind Poy Raiturcar College of Commerce and Economics, Farmagudi Ponda Goa		
Head of the Institution	Dr. Makarand M. Chikodikar (Officiating Principal)		
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College Website	https://gvmcommercecollege.ac.in/		AISHE Code: C-30818
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Name of the TLET Coordinator	Mrs. Ana Falleiro	Email anafalleiro@gvmcommercecollege.ac.in	Cell No. 9850213708
NAAC Accreditation Status	1st Cycle: 29th January 2009	Grade: 'B' with CGPA of 2.89	2nd Cycle: 3rd March 2015	Grade: 'B' with CGPA of 2.70
	3rd Cycle: Work in progress	Grade:	4th Cycle	Grade:
NIRF Ranking	2020-21:	2019-20:	2018-19:	2017-18:
UGC Recognition	2(f)	Yes	12 B	Yes
NBA accreditation	No			
Financial Status	Aided : for B.com		Self-Finance: for BCA and M.Com	
Under National Education Policy (NEP 2020), would your institute	i. Part of Higher-educational institution (HEIs) cluster.			

prefer to be:	

1.2. Institutional SWOC Analysis:

Strengths:

➢ The college is managed by Goa Vidyaprasarak Mandal an educational body democratically elected and founded in 1911 (111 Years old), which provides a competitive advantage over other colleges in the vicinity.

➢ The institution enjoys locational advantage with scenic beauty, cultural heritage and easy accessibility.

➢ The institution has highly qualified, experienced, enthusiastic, committed, and dedicated faculty members who volunteer to shoulder any responsibility related to the furtherance of vision and the wellbeing of the institution.

➢ Faculty members serve as representatives on various academic bodies and committees of the higher education such as Goa University, Directorate of Higher education and are also invited as resource persons in other institutions in and out of Goa.

➢ Ideal atmosphere of inclusiveness, tolerance and togetherness, enhancing the unity, integrity and co-operation amidst diversity.

➢ A strong bond of high-level interaction between highly educated, experienced, research minded faculties and students that makes them approach faculty members for academic and co-curricular and extra-curricular activities/ endeavors.

➢ Blend of students coming from diverse backgrounds with good academic, cultural and moral ethics.

➢ Well-furnished and ICT enabled campus.

➢ Well-furnished and ICT enabled library updated regularly with latest books and journals.

➢ Dedicated, accountable and supportive administrative staff who adopt transparent practices.

➢ Illustrious and high-profile alumni occupying top positions in society, politics, culture and administration.

Weaknesses:

➢ The shortage of physical space hinders infrastructural development such as classrooms, computer laboratory, library etc.

➢ Lack of independent infrastructure such as playground, gymkhana, auditorium, canteen.

➢ Economic background of students and paucity of time available to them, limits the implementation of value added / add-on courses / online courses.

➢ Though institution has illustrious and high-profile alumni occupying top positions in society, the alumni engagement in college activities is limited and number of student placements are also relatively less.

➢ Income generation from consultancy services, courses offered etc. do not exist.

➢ The drive for quality improvement of the college is hindered by the lack of full administrative autonomy with respect to the limitations on financial powers delegated to the principal.

➢ Industry Academia linkage is weak and needs to be strengthened, Incubation Centers are still in their infancy or idea stage and need to be built upon in the future.

➢ Collaborative linkages for faculty exchange, student exchange, project work at industry, on-the job-training is nearly absent due to the knowledge gap between theory and real world situation.

➢ MOUs are very few and most have become non-functional during and post pandemic.

➢ Number of soft skill courses, add on or certificate courses are very few or have ceased after the pandemic.

➢ Insufficient Library Space/furniture, Reference section and Reading Room

➢ No Subscription to reputed e-Journals.

➢ No smart/ technology enabled classrooms.

➢ Inadequate exposure of students to 'real world' situations before/during graduation

Opportunities:

➢ The actively functioning different forums established in the college gives an opportunity to the students for their all-round development.

➢ There are many industries in proximity which creates employment opportunities for the students and scope for the college to have collaborations.

➢ Inclusive form of education, which leads to holistic and all-round development of students making them self-reliant.

➢ Collaboration with sister institutions for inter-disciplinary research projects/conferences and symposiums.

- Various cultural activities to encourage students to opt for a career related to art and culture.
- Organization of various sports activities trains students to be vibrant and encourage interested candidates to opt for sports related career.

Challenges:

- To strengthen the institution's effort in career counselling and placement of students.
- To bridge the gap between the curriculum and the industry requirement to increase employability of the students.
- Motivating faculty to take up research guideship for recognition of college as a research centre.
- Encouraging faculty to undertake research projects and publish papers in high impact factor research journals.
- Updating and adding to the existing infrastructure, especially in the ICT component to meet the modern requirements considering financial and space constraints.
- Acquire funds from Government/Non-government agencies for quality research and overall growth of the institution.
- Networking with various institutions, for mutual benefit, sharing of resources, undertaking major projects etc.
- Strengthening relationship with feeding institutions.
- Strengthening our existing alumni network, both local and, to enhance collaboration and placement opportunities.

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

2.1. Vision
To make the institution a center of excellence in education and research with focus on the holistic development of students and to empower them to become global citizens.
2.2. Mission
To impart quality higher education, skills, competencies and values to students to mould them into socially responsible citizens capable of facing global challenges.

2.3. Goals and Objectives

Goals and Objectives	Expected Results
➢ Impart education of the highest standard through value based holistic teaching and learning by integrating traditional and innovative practices.	➢ Sharpen knowledge and skills of the students ➢ Holistic development of the students and faculty
➢ To inculcate innovative practices and research attitude amongst all the stakeholders.	➢ Contribution to new knowledge ➢ Contribution to innovative ideas ➢ Enhances creativity and critical thinking
➢ To build industry-academia linkages to provide access to multiple career opportunities.	➢ Supplements classroom learning through industry exposure. ➢ Short term internship programme. ➢ Better placement opportunities.
➢ To empower the students with knowledge, skills, competencies and values so as to enable them to face global challenges.	➢ Professional development. ➢ Capacity building. ➢ Enhance employability of the students.
➢ To create a platform for youth for exploring their creative potential and nurturing the spirit of critical thinking.	➢ Independent, self-reliant and opportunistic individuals. ➢ Entrepreneurship development.
➢ Inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible citizens.	➢ Sensitization on human rights, gender equality, social ecology and physical and mental well-being. ➢ Awareness about relevant laws. ➢ Citizens with civic sense.

2.4. Executive Summary

Summary of how each of the objectives will be addressed. This section must have clear plans for implementation and execution of your proposed IDP.

The present college premises spreads over 15,000 square meters of land in a tranquil area surrounded by lush green landscape which is an ideal place to maintain conducive atmosphere for teaching and learning process. The college is equipped with the indispensable progressive infrastructure and learning resources such as educational software, educational videos, audio-visual aids, Wi-Fi facility, and access to the renowned libraries of the other countries across the world through N-LIST, INFLIBNET in order to meet the advanced demands of the tech-savvy pupil-netizens of the global village. The college offers opportunities for higher education through various programmes such as Bachelor of Commerce (B. Com.), self-financed programme in Master of Commerce (M. Com.) and Bachelor of Computer Application (B.C.A.) to cater to the requirements of the students and requests from government from time to time.

The college is committed to transparent administration, teaching learning and evaluation system. The college harbors upon reliable research, placement and extensive base to impart higher education in commerce and allied fields. With education and student-oriented learning, the college supplicates the involvement of all its stakeholders – students, parents, teachers, management, industry, voluntary organizations, university, UGC and government agencies. The College takes pride in its competent, experienced, and committed faculty with doctoral qualifications and encourages research-related activities. They are persistently proactive in upgrading their knowledge by participating in Orientation Programs, Refresher Courses and organizing national seminars, conferences, workshops, discourses, lectures, undertaking minor research projects, publication of research papers, completing MOOCs and SWAYAM courses. The college faculty is also engaged in mentoring the student's community. The college offers counselling services to the students.

The alumni of the college have carved a niche and have established themselves in various disciplines and professional fields such as Chartered Accountancy, Company Secretary ship, Law, Sports, Music, Applied and Performing Arts and so on. The college intends to encourage alumni engagement in college activities and also make use of the linkages for students' internship, placement etc.

Our aim is to make the institution centre of excellence in education and research. The college also intends to make students global citizens with focus on holistic development. The college strives to achieve the mission of the college to impart quality higher education to students so as to enable them to confidently face global challenges and also to make them socially responsible. The institution intends to impart highest standard education through holistic teaching with blend of integrated traditional and innovative practices like participatory learning, flipped classrooms, blended learning and the like. Collaborations with institutions in the form of industry academia linkages and MOUs with industry can help the college provide a platform of job placements for students. For this the college plans to start several courses in collaboration with industry. To motivate and build the personality of students the college plans to have educational tours, talks, guest lectures etc. in the future. Furthermore to build a rapport with industry experts and invite top personnel from nearby firms and companies the college plans to have a budgetary allocation for industrial visits, talks and industrial projects by students.

To make the institution a centre of excellence in education and research. The college focuses on imparting education of the highest standard through value-based teaching and learning so as to enlighten, empower and enable the students to face global challenges. The college adopts innovative teaching methodologies and practices to empower students. The college has multiple committees and cells intending to inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible. The involvement of students in most of the committees and giving them responsible positions gives them chance to showcase and upgrade their skills and talent.

The institution is keen to ensure that the students studying in the college have sufficient facilities to learn, read, play and showcase their talents. The institution's priority is to build and upgrade the infrastructure like well-equipped ICT class rooms, computer laboratories, playground, an auditorium, spacious and well-equipped library, college canteen, proper sanitation and drinking water facilities.

The institution has plans to create functional subject-wise forums in each of its departments, wherein every department is asked to conduct outreach programs like seminars, workshops, conferences at all levels and use the resources of both students and its faculty to benefit society at large. The college also plans to involve the students through NSS, NCC and other forums, in collection of data regarding government schemes and facilities. This information in turn will be disseminated through students in their respective villages so that the awareness can be created amongst the villagers. This will provide

opportunities to the students to interact with and assist the needy ones. It will also motivate students to set up clubs such as nature club, health club, life-skill club etc. so that the students act as a liason in their respective villages to implement various projects in their respective village under the guidance of faculty. All these community-oriented programme will provide opportunities for students to serve the society at large thereby making them socially responsible.

The institution also has a plan to impart computer skills to its non IT Faculty, administrative staff and students and make them techno savvy, So that they can learn more and they can be reachable.

Another institutional goal is to see that all the teaching faculty are having a Phd and research faculty publish articles in peer reviewed Scopus/ web of science journals. To improve the pedagogical practices and subject specific knowledge of the faculty, certain training programs will be arranged. Conducting FDPs on topics such as Statistical software packages, on duties and service conditions of teachers, on the framework of NEP 2020, on quality assurance under NAAC and the like are ways to develop professionalism in the institute.

Please find in Annexure 1 the budgetary needs under various heads for all of the above of the college.

2.5. Developing Motivated and Energized Faculty

Short Term

- Improve faculty competencies in terms of academic proficiency, research skills and administrative capacity by holding FDPs and deputing faculty for seminars, conferences and presentation of research papers.
- Conduct interactive sessions department-wise for sharing knowledge gained by faculty during workshops – particularly when a new course (paper) is introduced
- Students' feedback for appraising the performance of faculty at the end of each semester. Feedback to be communicated to faculty for perusal and improvement.
- Faculty (especially contract and lecture basis) should be given job security, so that they may feel truly invested in, connected to and committed to the institution.

Mid Term
- To make teaching - learning process more effective, introduce smart classrooms, ICT integrated teaching and train faculty in innovative teaching methodology.
- Encourage minor research projects to be undertaken by faculty.

➢ Incentivize the excellence of faculty.

➢ Give adequate time to faculty for interaction with students, for conducting research and for other activities.

➢ Promote teacher internship programmes.

Long Term

➢ Empower the faculty to conduct innovative teaching and research

➢ Give freedom to faculty to creatively design their own curricular within the approved framework including textbook and reading material

2.6. Teaching, Learning and Education Technology

- **Implementation of Outcome Based Education**
➢ Course outcomes and learning outcomes to be clearly specified.
➢ Question papers for B. Com/B.C.A. to follow Bloom's Taxonomy

- **Enhancement of Students' Progress**
➢ Supporting the overall academic success of students including enrolment, retention and timely graduation
➢ Ensure more Scholarships for students.
➢ Conduct remedial classes for weak students/repeaters.
➢ Conduct bridge courses for students.
➢ Improve the placement opportunities for students after graduation.
➢ Promote self- employment /entrepreneurial skills among aspiring students.
➢ Industrial visits to manufacturing units.
➢ Lecture series by successful local businessmen.
➢ Encourage students to be members of the various cells, associations, clubs of the college.
➢ Create opportunities to gain knowledge, skills, and credentials in high demand fields
➢ Providing students with opportunities for internships with local industries, businesses, artists, crafts persons.
➢ Ensure basic medical facilities for all students in the institution.
➢ Create or upgrade an efficient mechanism for grievance handling/redressal

➢ Create systems and processes that are required to ensure students' physical health and emotional wellness.

➢ Make available facilities for emotional health support for students.

➢ Instill a work culture among students by making internship a part of the curriculum

➢ Create awareness of internationally celebrated days like World environment day etc.

➢ Celebrate India's unity in diversity on campus.

- **Multidisciplinary teaching**

➢ Promote interaction and collaboration between the academics of different disciplines to share their thoughts on how to make the students learning process more exciting.

➢ Towards the attainment of multidisciplinary education, the curricula shall include credit-based courses and projects in the areas of community engagement and service, environmental education, and value-based education.

➢ The college will soon join the cluster of colleges in South Goa under the NEP guildlines where multidisciplinary choice based education will soon become a reality for the students from HEI's.

- **MOOCs and ODL**

➢ Encourage students to register for various online courses of their choice under SWAYAM and Udemy, Edx and Coursera.

2.7. Research Development and Innovation

Short Term

➢ Locating funding agencies and passing on the information about research projects to faculty members and encourage them to apply for ICSSR, UGC research funded projects, GIPARD schemes, DHE research assistance, Dr. D.S.kothari research grant etc.

➢ Subscribing to UGC care list of journals and E- Resources in the library.

➢ Statistical software package training for research scholars

➢ FDP on research methodology & statistics for in-house faculty & PG students

➢ Training on research ethics for faculty & Ph.D students

➢ Creating repository of ideas -State level seminar on quality research

➢ Developing an institutional research information system for sharing the status of research projects {website/blog /portal}

➢ Imparting training as per the directives of MOE to faculty for 4th year research programme

➢ Distance learning training courses by Swayam / Coursera

➢ Research paper presentation for B.com/BCA /M.com students

➢ State level workshop on emerging trends in information technology

➢ Organizing online webinar on research paper publications

➢ Academic exchange programme{short term training programme for students by faculty from institutes of repute}

➢ Robotics workshop in association with CIBA, Verna Goa

➢ State level skill-based workshop on mobile application Development.

➢ Requisite software for plagiarism check.

Mid Term

➢ Developing a research lab -1

➢ Developing a research library/resource platform

➢ Developing e-resources by subscribing to e-journals, e-reports from reputed National, International organisations

➢ Developing a competency/capability Centre

➢ To develop peer reviewed journal of the institute

- ➢ Being active part of institutional cluster focusing on multidisciplinary research
- ➢ Working in association with funding agencies
- ➢ Training students for undertaking minor research through offering of scholarships
- ➢ Developing incubation & start –up centre
- ➢ Student exchange programme to get wide exposure across universities & countries

Long Term

- ➢ Developing research laboratory.
- ➢ Developing a research Centre in Commerce.
- ➢ Working on major research projects (commerce, economics, computer science,
- ➢ Collaboration with cluster set up)
- ➢ Research collaborations with international forums
- ➢ Developing patents in IT.

2.8. Industry-Academic Partnership

Short term

- ➢ To arrange more guest lectures from industry experts on the latest job requirements and skills needed to enhance employability of graduates in the market.
- ➢ Plans to sign MOUs with local industry for student internships, training, and placement.
- ➢ Planning industrial visits to local industry to give practical exposure to the students while learning.

Midterm

- ➢ Training Faculty to offer consultation service to local industry in taxation, project management etc.
- ➢ Students to conduct surveys or Case studies on local industries and share survey findings with suggestions with the same industries as part of TY project work.

Long term

- ➢ Having Guest faculty from industry to design and teach add on courses to commerce and IT students.

> ➤ Periodical workshops, special lectures, group discussions to be arranged with the support of local industries.

2.9. Institution's Placement Plan for Students

Short term

➤ Plan to place at list 80-100 students in various industries within Goa and neighboring states.

➤ Talk on career guidance by experts for TY students in each semester

➤ On-going Skill-based certificate courses in collaboration with DHE, conducted by TCS, Microsoft and IBM companies to be continued

➤ A certificate course on banking, finance and insurance in association with Bajaj Financial Services is planned.

➤ To organize One-day state-level workshop on interview techniques.

➤ Training cum placement drive in association with the institution named "The Leader".

➤ Awareness regarding PG Course CMA (Certified Management Accounting) Bangaluru, by institution named "My Logic".

➤ Placement of the students to be facilitated through collaboration with Local branches of companies such as IFB- Verna, Nestle-Usgao, Jaishreekrishna Roadways—Ponda, Dynamics Enterprises-Bethora, Encube Pharmaceuticals- Madkai.

➤ Increase in the yearly placement ratio in 2 years

Midterm

➤ Plan to place at least 300 students in various local reputed companies, Industries, Business Offices etc.

➤ Organizing Workshops on startups for self-employment and developing entrepreneurship skills.

➤ Coaching classes for various competitive exams like CAT, GMAT, ATMA

➤ Coaching classes for recruitments in Bank, Insurance, Financial Services (CBFI)

➤ To organize a local job fair in campus

Long term

➤ Plan to place 800-1000 students in reputed companies across India and abroad.

➤ Students Internship/project to be a regular part of the syllabus and curriculum.

➢ College plans to strengthen industry placements through more MOUs with reputed firms and industries like TCS, IFB, IBM etc.

2.10. Achieving the Target for Accreditation

Short term

➢ Orientation programme on NAAC documentation and revised accreditation framework.
➢ Conduct state and national seminars, webinars, workshops, conferences on topics such as IPR, Research methodology, entrepreneurship development, soft skills etc.
➢ Motivate faculty members for quality research publications in peer referred journals and books.

Midterm

➢ Encourage faculty to take up guideship and research projects.
➢ Establish college as a recognized research center in commerce.
➢ Enhance industry academia linkages through MOUs and contractual agreement.

Long term

➢ Starting more add-on-courses, skill-based courses, etc.
➢ Starting more courses such as Bachelor of Business Studies, Bachelor of Business Administration, BBA Travel & Tourism, Masters of Tourism and Travel Management etc.

2.11. Incubation and Start-up

Short term

➢ Robotics workshop in association with CIBA incubation center at Verna Goa
➢ Training students for undertaking minor research through offering of scholarships
➢ Developing incubation & start –up Centre.

Midterm

➢ Working on major research projects (commerce, economic, computer science through
  o collaboration with clusters of Industry and HEI's.

Long term

➢ Research collaborations with National bodies like ICSSR, TISS, SEBI, NISM etc.
➢ Developing patents

2.12. Alumni Engagement/ Activities plan

Short Term

➢ Develop alumni engagement strategic plan and provide an action plan
➢ To engage the current network of alumni members in two-way communication.
➢ Sending emails and text messages, creating google forms as the first touchpoint to your lists
➢ To reach out to 400 new contacts of alumni in the next 2 years using questionnaires in google forms.
➢ Following up with individuals who have shown interest.
➢ Personal communication with highly engaged Ex Students.
➢ To use alumni emails and phone numbers to increase the membership of alumni association
➢ To Identify top engaged alumni players and leveraging their influence to attract more alumni members in the association (Snow ball Technique).
➢ Plan a batch wise and year wise online alumni community and increase collaboration with industry.

- ➢ Have an alumni social media pages like Facebook, Instagram and Youtube and link it with college website.

Midterm

- ➢ Planning at least 3 alumni events which can be a reunion, fundraiser, Blood Donation Camps, Marathons, health camps, seminars that benefit current students, career events, etc. These events are high-investment, high-reward nature, and reflect high engagement levels among participants and respondents (individuals who RSVP, even if they can't attend). Keeping a note of such alumni can help you with leads for future communications, donation appeals, and peer-to-peer networking.

- ➢ Offering incentives to alumni by giving them access to our library books to prepare for further studies or competitive exams in banking, CA, CS etc...

- ➢ Inviting alumini who are in high positions to deliver talks to students.

- ➢ Planning local job fairs, summer internships, workshops, Certificate courses, field trips through the alumni network.

Long term

- ➢ Adoption of weak students (financially, psychologically, physically) and helping them in the form of Scholarships and Internships by affluent alumini.
- ➢ Planning Mega reunion events for regular connectivity and motivation between alumni and the college.

2.13. Basic Infrastructure Development plan

Please refer to the Annexure 2 for details.

2.14. Skill Development of Non-teaching Staff

Short, Midterm and Long term

- Upgrade the IT skills of non-teaching staff by conducting periodic sessions on Microsoft Word, Excel, accounting software etc.
- Conducting soft skill training for multitasking staff.
- Regular FDPs on administrative guidelines and relevant procedures related to RTI, exams, fees, admissions etc. by inviting experts in respective fields.

2.15. Any Other Initiatives for the Student's and Institutional Growth

➢ Improving communication with key stakeholders

➢ Foster greater engagement with the local community

➢ Start student facility centre to provide stationery and other items to students

➢ Encourage students for 'Start ups' in traditional occupations.

➢ Website up gradation.

➢ Strengthen Office Automation.

➢ Improve social responsibility and civic awareness among students through interaction and programmes with social organizations/NGOs.

➢ Provide a functional first aid box and fire extinguishers.

➢ Implement MIS (Management Information System)

Conclusion

To conclude, the IDP is a vision plan of the institution which has been prepared by a team of experienced, senior faculty members of our college. There were many review meetings before the final IDP took shape. If the college receives the budgeted funds from the concerned Central and State Government Bodies, we assure that the funds will be optimally utilised for the long term development of the institution so that our institution is the next decade becomes a Centre of excellence in Higher Education in Goa and India as well.

ANNEXURE-1

Table 1. Action plan for Improving employability of students with budgetary allocation

Sr. no.	Domain	Time required in months	Budget Allocation in lakhs per 100 students		
			2 years	5 years	10 years
1	Competitive Exams General aptitude	3	100000	250000	500000
	Mathematical skills	3	100000	250000	500000
	Mental ability	3	100000	250000	500000
2	Self-Employability Certificate Course in Machine learning	3	200000	400000	800000
	Web designing course	3	100000	300000	600000
	Stock market trading course	3	50000	150000	300000
	Tally software course	3	50000	100000	400000
3	Life Skills Soft skills and personality development .	3	100000	200000	500000
		Total	**800000**	**1900000**	**4100000**

Table 2. Action plan for Learning outcome with budget allocation chart

Sr. No.	Employability Programmes	Budget Allocation in ₹ per 100 students		
		2 years	5 years	10 years
1	Motivational	125000	300000	600000
2	Educational tours	100000	400000	800000
3	ICT education	150000	40000	800000
4	Spoken English	50000	200000	500000
5	Projects	50000	100000	300000
6	Seminars and workshops	200000	500000	100000
	Total	**675000**	**1540000**	**3100000**

Table 3. Action plan for Improving interaction with industry and budget allocation chart

Sr. no.	Domain	Time required in months	Budget Allocation in ₹ per 100 students		
			2 years	5 years	10 years
1	Add-on course to suit industry	3 months	100000	200000	400000
2	Industrial visit	1week	100000	200000	400000
3	Arranging lectures from industrial experts	1 week	50000	100000	300000
4	Projects with the local industry	3 months	50000	200000	400000
		Total	**300000**	**700000**	**1500000**

Table 4. Action plan for Training Needs of Staff and budget allocation chart.

Sl no.	Nature of Training	No of Staff	Time in months	Budget Allocation in ₹		
				2 years	5 years	10 years
1	Basic & Advanced Pedagogy training to all faculty	30	1 week	50000	200000	400000
2	Subject and domain Knowledge Enhancement.	30	1 week	75000	400000	700000
3	Faculty Development Programs. Research Ethics and journal selection and publication	30	1 week	50000	150000	300000
4	Improving research capabilities through hands on training in SPSS, Eviews, etc.	30	1 week	100000	300000	600000
5	All Office staff -Office Automation and Computer	15	1 week	50000	150000	300000
6.	All office and Teaching Staff - government Procedures, service rules RTI Act etc,	45	1 week.	50000	150000	300000
			Total	**350000**	**1350000**	**2600000**

Annexure 2

Required infrastructure under IDP (Institutional development plan) for 2 years.

Sr no	Name	No./Area	Cost / Rate per Sqmt	Amount (in ₹)
1	Bore well	01		2lakhs
2	Volleyball Court	01 (40*20 sqmt = 80sqmt)		2 lakhs
3	N.S.S. Room	01 (100 sqmt)	2200/sqmt	2.20 Lakhs
4	N.C.C. Room	01 (100 sqmt)	2200/sqmt	2.20 Lakhs
5	Commerce Lab with all gadgets	01 (100 sqmt)		4 lakhs
6	Passage from main building to Library building	01		2 lakhs
7	Boys Common room with washrooms	01 (100sqmt)		2 lakhs
8	Girls common room with washrooms	01 (100 sqmt)		2 lakhs
9	Additional Computers in lab	10	60,000	6 lakhs
10	Additional chairs in the lab	10	2000	20,000
11	New curtains in the classrooms	100	500	50,000
12	Change of tiles in the staffroom (Vitrified)			2 lakh
13	Individual tables with drawer for the staff	30	5000	1.50 Lakhs
14	Repair of front portion and side portion of building			1 lakh
15	Change of tiles in the office and near committee room			1 lakh
16	Desktop computers in office	10	60,000	6 lakhs
17	Painting of college building			10 lakhs
18	New cupboard for office	5	10000	50,000
19	Construction of new canteen	01 (150sqmt)	10,000/sqmt	15 lakhs
20	Chairs in the canteen	50	500	25,000
21	Tables in the canteen	10	8000	80,000
22	Fans in the canteen	6	1000	6000
23	Tubelight/LED bulbs	6	500	3000
24	Upgradation of Principal Cabin			1 lakh
25	New Language Lab with gadgets	01 (100 sqmt)		20Lakh
26	CCTV in library	05		1 lakh
27	Institutional Repository (Cloud based)			20,000
28	RFID, Tags, Scanner, Gates and Kiosk for Library			8 lakhs
29	Construction of new gymkhana	400 sqmt	22,000	84.48 Lakhs
30	Ramp at the entrance and Railing in the basement of library			25,000
31	Photo copier/Scan/Print machine upgradation in office	01		2 Lakhs
32	IQAC meeting room	01 (100 sqmt)		2 Lakhs
33	Sports equipment in gymkhana			2 lakh
34	Waste composing/recycling of canteen waste			1 lakh
35	Rain water harvesting			2 Lakhs
36	Tapping of solar power/energy			40 Lakhs
37	Development of College Ground			5 Lakhs
			Total	2.3217 crore

Required infrastructure under IDP (Institutional development plan) for 5 years.

Sr. No	Name	Quantity	Cost / Rate per Sqmt	Amount(in ₹)

1	Additional Library Space
	   i. Stacking Area
	   ii. Lounge area
	   iii. Washroom & Rest room
		
		300 sqmt
		60 sqmt
		100 sqmt
			
			22000
			
			22000
				
				66 Lakhs
				13.20 Lakh
				22 Lakhs

2	Furniture in the library			1.50Lakhs
3	Storage: Racks, Cupboards and Computer Tables/Chairs			3 Lakhs
4	Equipment: 10 desktops and UPS	10	60,000	6 Lakh
5	Dedicated high speed internet			5 lakh
6	Smart Boards in BCOM classes	12	1 lakh	12 lakhs
7	AC Classrooms on 2nd floor	04	1 lakh	4 lakhs
8	Smart boards for BCA & MCOM	05	1 lakh	5 lakhs
9	Changing of pipes and curtains in classroom	100	1000	1 lakh
10	1st floor of canteen	150 sqmt	25,000	40 Lakhs
11	Vitrified tiles in all classrooms			10 Lakhs
12	Photo copier/Scan/Print machine upgradation in Library	01		2 lakhs
13	Upgradation of commerce lab			5 lakhs
14	Upgradation of language lab			10 lakh
15	Upgradation of Gymkhana			3 Lakhs
			Total	2.087 cr

Required infrastructure under IDP (Institutional development plan) for 10 years.

Sr. No.	Name	Quantity	Cost / Rate per Sqmt	Amount(in ₹)
1				
2	Upgradation of all computer labs			10 lakhs
3	Renovation of library building			10 lakh
4	Fixing of new tiles in the corridors			5 lakhs
5	Renovation of canteen			5 lakhs
6				
7	Latest connection of high-speed internet			10 lakhs
8	Installation of AC in 1st floor and ground floor classrooms	06	2lakhs	12 lakhs
9	Replacement of Roof (Tata Sheets)			10 Lakh
10	Painting of college building			15 lakhs
11	Desktops for library	10	75000	7.50 Lakh
12	Construction of new classrooms with smart boards and AC	04		20 Lakh
13	New AC Auditorium	500 sq.mtrs		1 Crore
			Total	2.045 cr