Institutional Development Plan

Year of Submission-2024

GURU NANAK GIRLS COLLEGE, SANTPURA
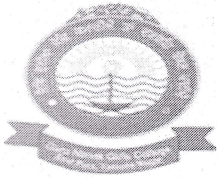
YAMUNANAGAR

VISION

## EDUCATION AND OVERALL DEVELOPMENT OF WOMEN

MISSION

OUR COMMITMENT TO SOCIETY TO ADORN IT WITH WOMEN OF SUBSTANCE

SWOC Analysis

STRENGTHS

1. State of the art infrastructure and competent human resources to deliver high quality and value-based teaching.

2. Equal emphasis on co-curricular activities.

3. Constant encouragement of faculty members for pursuing Ph. D, research, advancement of qualification etc.

4. Training and grooming of students to enhance their employability skills.

5. Various activity clubs viz. Tech Club, Cultural Club, Sports Club etc., for holistic development

of students.

6. Academic achievements of students in university examinations.

7. Integrated four years B.A/B. Ed. and B.Sc./B. Ed. programmes.

8. In campus Girls Hostels and Govt. approved working women hostel.

10. Day care facility for wards of staff members.

11. In campus Gurudwara Sahib and regular divinity activities to inculcate spiritual and human values in the students.
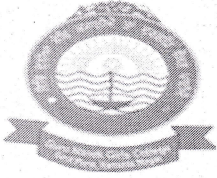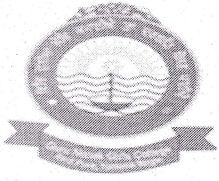
WEAKNESSES

1. There is scarcity of well qualified i.e. Ph.D. and senior professors mainly in Post Graduate Programmes. However, there is continuous effort made by the management to recruit senior level faculty members from reputed institutions.

2. Not able to fetch research project grants due to limited support by Government agencies.

3. Space limitation for further expansion of facilities.

4. Lack of collaboration with international institutions and agencies.

5. Absence of Play Ground and Botanical Garden within the campus due to scarcity of space.

6. Absence of a dedicated training and placement officer to establish linkages with industries and gear up placement process.

OPPORTUNITIES

1. Being in urban location, scope of getting urban strength
2. Availability of job oriented vocational courses which can result in good placements.

CHALLENGES

1. Students are mainly from rural background with limited communication and technological skills required to keep abreast with latest advancements in the field of education. Hence the challenge to bring them at par with urban students of the same level.

2. Extreme inclination towards social media and acute disinterest towards academics.

3. Establishing linkages with industry and to keep students at par with industrial requirements.
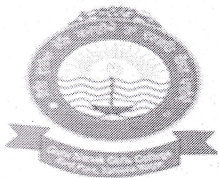
Strategic Planning w.e.f. 2024

A. Governance Enablers

1	**BoG/ Senate /Syndicate**	Ensuring decentralization of operations through a network of Deans, HODS, Bursar and Ombudsperson and administrative staff. Refer to college organogram https://www.gngcollegeynr.com/organogram/ • Involvement of alumni in academic decision making • Constitution of finance and purchase committee to streamline budget allocation and expenditure
2	*Leadership and Participative management*	• Decentralization of academic, administrative and student related authorities & responsibilities • Establishment of functional committees and incorporation of alumni and employers
3	*Internal Quality Assurance System*	• Implementation of NAAC instructions through proper channels. • Periodic checks & guidance for quality improvement • Formation of internal and external audit teams and standard operating procedures • Regular academic, financial and energy audits to be conducted
4	**Financial Autonomy**	Generating external revenue resources through Seminars, Cafeteria, Exhibitions, Cosmetology services, and rent generated through lease of properties.
5	**Vision, Mission and Roadmap for the HEI**	Short, medium and long-term (2,5,10 years) plan documents Short term: To establish Placement cell with

		dedicated placement officer to increase placements to 5% in next two years.
		Medium Term: zero electricity bill by establishing and utilizing solar energy panels
		Long Term: Paperless and IT enabled administration in next 10 years
6	**Risk Management Analysis**	One yearly meeting to be organized with Insurance company representatives to discuss scenarios for mitigating risks (legal, safety, financial etc.)
7	**External Advisory Boards**	An external advisory board will be constituted (consisting of prominent industrialists, academicians and government officers)

B. Financial Enablers and Funding Models (Resource Generation)

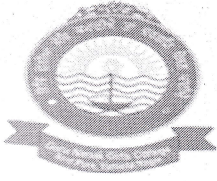|	
Financial Policies	Funds in our institution are managed by Principal and managing committee. Financial Policy attached (Annexure 'A')
Action Plan and Budgets	Budgets under different attached. (Annexure 1 & 2)
	Detail of income generated: (Annexure 3 Attached) Details of Expenses: (Annexure 4)
	It is responsibility of the Principal to check if the milestones have been achieved in specified timeline for each planned activity.
	Budget for One year and Budget for Five years (Annexure 2)
Financial/ Investment Committee	This committee comprises of Management, Principal , External C.A. and college accountant.
Staff providing financial services	Financial team comprises of : Principal, Bursar, Accountant, Clerk & C.A.
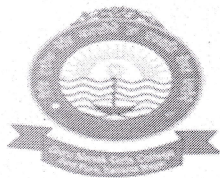
C. Academic Enablers

1.	Curriculum embedded with skill enhancement courses	More extension lecture and courses to be organized on AI, Block-Chain, IoT etc.
2.	Center for Curricular and Life Skills Development (CCLSD)	To establish this center for providing life skills to students all-round the year. 2-3 dedicated persons to be hired for this center.
3	Non-teaching Staff	Appropriate non-teaching staff to support the organization
		Must have requisite qualification, experience for the relevant post

D. Research, and Intellectual Property Enablers

1.	Research oriented experienced faculty members	More Ph.D. faculty members will be hired.

E. Human Resources and Supportive Facilitative Enablers

1	Student and Learner Enablers:	*Holistic Admissions Framework*: Streamline the student selection process with a holistic approach, assessing academic prowess alongside extracurricular talents, ensuring diversity and inclusion.
		Merit and Equity-Based Financial Aid: Deploy merit-based scholarships and financial aid for underrepresented groups to democratize access to education and attract a rich tapestry of student talent.
2	Staff Empowerment Enablers:	*Competency-Based Recruitment*: Adopt a competency-based recruitment approach that aligns with institutional goals, promoting a culture of performance and shared values through a proper appraisal system
		Professional Development and Growth: Establish clear career pathways and

		continuous professional development opportunities that encourage staff growth, satisfaction, and retention
3	**Faculty and Researcher Enablers:**	***Tenure and Promotion Mechanisms***: Create equitable tenure and promotion mechanisms that recognize diverse achievements in research, teaching, service and community engagement, motivating faculty to pursue long-term careers within the institution
4	**Cross-Functional Enablers:**	***Recognition and Reward Systems***: Introduce comprehensive recognition systems that celebrate a wide array of achievements, such as research innovation, exceptional mentorship, community service, and transformative leadership.
5	***Resilience and Well-Being Programs:***	Incorporate resilience-building initiatives and mental health support services to foster an environment of well-being for all members of the HEI community
6	**Openness in terms of information**	Maintenance of transparency in operations, including admission, teaching, examinations, research, and financial matters.
7	**Safety and Security**	Safe and Secure campus environment to ensure the well-being of all stakeholders
8	**Mental Health**	Ensuring students mental health providing appropriate infrastructure and support

F. Networking and collaborations Enablers

1	**Strategic Collaborations**	Develop strong alumni networks that contribute to mentorship, funding, and domain expertise, supporting research and infrastructure development.
2	**Practical Exposure and Experience**	Integration of practical skills with theoretical learning through industry consultations.
3	**Community Engagement and Service**	Engagement with local bodies and communities to foster sustainable development and implement field-based educational programs.
4	**Professional Development and Employment**	Placement Networks: Build networks with various industry sectors through dedicated placement cell for internships and job Placements. Leveraging placement cell for networking and employment opportunities.
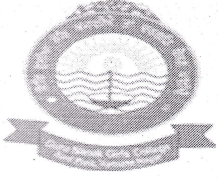
H. Digital Enablers

1	**Online Messaging stakeholders' groups**	For vertical and Horizontal communication to be maintained between stakeholders
2.	**Plagiarism Software Facility**	A software facility available to every stakeholder to check plagiarism content in the documents.

Principal

Principal
Guru Nanak Girls College
Santpura, Yamuna Nagar