



NAVYUG SCIENCE COLLEGE

Institutional Development Plan (IDP) under NEP2020

Submitted to
Knowledge Consortium of Gujarat,
Department of Education.

1. VISION & MISSION

□ VISION

Our college envisions itself as a UGC-recognized institution that prioritizes the production of qualified human resources with enhanced skills and knowledge. We aim to provide our students with a high level of socially inclusive perspectives, cross-cultural competencies, and ethical character, which will enable them to become leaders in their fields and contribute to the betterment of society. We are committed to fulfilling local aspirations for employment and education and will work to ensure that our programs are accessible to all, regardless of background or socio-economic status. At our college, we will uphold the highest standards of academic integrity, and strive to create a culture of honesty, transparency, and respect.

□ MISSION

At our Science Institute, our vision is to become a preeminent institution in the realm of scientific inquiry and originality. Our mission is to challenge the limits of human comprehension and awareness and to create novel answers to the most pressing issues affecting our world. By working together and engaging in interdisciplinary research, we strive to foster an inclusive atmosphere where researchers and scientists of different backgrounds can exchange knowledge and ideas in pursuit of a shared objective. Ultimately, our objective is to make a meaningful contribution to society by enhancing scientific understanding and creating innovative technologies.

2. INSTITUTIONAL PROFILE (HISTORY AND CURRENT SITUATION / ADMINISTRATIVE ORGANIZATION AND FACILITIES / PERFORMANCE INDICATORS / SITUATIONAL ANALYSIS)

2.1 INSTITUTIONAL BASIC INFORMATION

Name and Address of the Institute				
Name		Navyug Science College, Surat		
Address		Shri Morarji Desai Edu. Comp., Rander Road, Surat		
City		Surat		
State		Gujarat		
Pin		395009		
Website		nscsurat.ac.in		
Contacts for Communication				
Designation	Name	Telephone	Mobile	Email
Principal I/C	Dr. Manisha P. Patel	+91 261-2960005	9099877878	navyugsciencecollege@yahoo.com
IDP Co-ordinator	Dr. Pinank Hiteshkumar Jariwala	+91 261-2784103	9979579050	pinankjariwala@nscsurat.ac.in
Status of the Institute				
Institute Status		Grant-in-aid		
Type of Institute				
By Gender		Co-education		
By Shift		Regular		
Establishment Details				
Date of establishment of the Institute		01-01-1966		
University to which the Institute is affiliated				
State		University Name		
Gujarat		Veer Narmad South Gujarat University		
Recognitions				
Is the Institute recognized by UGC as an Institute with Potential for Excellence (CPE)?		No		
If yes, date of recognition?		--		
Location and Area of Campus				
Campus	Address	Location*	Campus	Built up Area

Type			Area in Acres	in sq. ft.
Main campus area	Shri Morarji Desai Edu. Comp., Rander Road, Surat	Urban	5.1	40142

2.2 INSTITUTIONAL IDENTITY

Navyug Vidyabhavan Trust came into existence in the year 1965 as a brainchild of the Late Prin. Dr. D. G. Vashi is an eminent educationist and visionary.

In those days, the institutes of higher education in various disciplines managed by the Sarvajanic Education Society were pocketed on the eastern bank of the river Tapti and the areas on the opposite side of the river were not fully developed. The students of this area and those residing in the nearby villages found it difficult to commute every day to reach their respective colleges as the means of transport were scant.

Late Prin. Dr. D. G. Vashi, then a professor of Statistics at Bilimora College, foresaw the need for an institute of higher education in this area. He was neither rich nor influential, politically or otherwise, but had a strong sense of self-conviction. He succeeded in materializing his dream into reality and started Arts and Science College on this campus situated on Rander Road, Surat. In the year 1966 with a meagre strength of 300 students.

The Navyug Vidyabhavan Trust was registered under the Bombay Public Trust Act 1950 as a Public Education Trust on 21 February 1965. Two separate buildings for arts and science faculties were built on approximately 20000sq. Ft. Land area. As South Gujarat University (now Veer Narmad South Gujarat University) was non-existent at that time, the college was affiliated with Gujarat University, Ahmedabad. Even though the Trust did not have adequate funds for the smooth running of the college, the Local Inquiry Committee of former Chief Minister Late Shri. Chimanbhai Patel and Dr. Y. G. Naik are recommended for affiliation to the Gujarat University looking at the noble cause of the Trust.

The strength of students increased rapidly and the Trustees foresaw the need to open a separate faculty because of the growing requirement of the people of this area. After four years of its inception. Science College was bifurcated from Arts and became an independent unit and Dr. D. G. Vashi became the first Principal of Navyug Science College in 1970. At that time, the college was offering Graduation in Chemistry, Statistics, and Post-graduation in Statistics as well. In the year 1979, Shri. P. J. Sukharamwala took over as the principal of the college. Due to the financial crisis, the whole institution was handed over to an eminent businessman and social worker, Shri. C. K. Pithawala in 1982. Since then, the colleges of this campus have been managed by Shri. C. K. Pithawala and his associate trustees. In 1991, the college got affiliated to

starting Physics as the Principal Subject. In the year 1992, Dr. M. D. Ankhiwala took over the charge as the principal of the college. During his tenure, the institution started a PG centre for Organic Chemistry in the year 1998. Dr. Ashwin S. Patel became the principal in the year 2004. Under his dynamic leadership, the college has grown from strength to strength and has carved out a niche for itself in the field of education.

2.3 ACADEMIC INFORMATION

The Institute runs UG (B. Sc.), PG (M. Sc.) As well as the certificate courses which are a rich value addition to the UG and PG programs. It offers B. Sc. In Chemistry, Physics, Statistics, and Mathematics (self-financed). It runs the PG centre of VNSGU in Organic Chemistry. All of its UG and PG programs are offered under the CBCS system. Moreover, the number of faculty members are inclined towards research, possess projects, and guiding students for Ph.D.

2.4 ESTABLISHMENT DETAILS

To facilitate students of the South Gujarat region, management decided to start the science stream, for the teaching of the Intermediate Science Course of group B (Chemistry, Physics, and Biology) and the B. Sc. Courses (Principal and Subordinate) in Physics, Chemistry, and Mathematics and for B. A. Honours. Later on, PG programs in Organic Chemistry were also started. In 1970, for smooth running, management decided to separate the science stream as “Navyug Science College”. Currently, Institute is running 4 UG (Chemistry, Physics, Statistics, and Mathematics (self-financed division)) and 1 PG program (Organic Chemistry).

2.5 ACCREDITATION DETAILS

The Institute was Accredited with a B Grade and a CGPA of 2.82 in the first cycle of NAAC accreditation in the year 2009.

2.6 COURSE AND EXAMINATION DETAILS

Program	Department	University Affiliation	Affiliation Status	Examination
B. Sc.	Chemistry	Veer Narmad South Gujarat University	Permanent	Examinations are conducted semester-wise as per VNSGU norms.
B. Sc.	Physics	Veer Narmad South Gujarat University	Permanent	
B. Sc.	Statistics	Veer Narmad South Gujarat University	Permanent	
B. Sc.	Mathematics	Veer Narmad South Gujarat University	Temporary	

	(Self-Financed)			
M. Sc.	Organic Chemistry	Veer Narmad South Gujarat University	Permanent	

2.7 FACULTY STATUS (REGULAR/ON-CONTRACT FACULTY AS OF JANUARY 31ST, 2025)

	Principal			Associate Professor			Assistant Professor			Grand Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Regular Filled as on 31/01/2025	01	00	01	08	03	11	03	03	06	12	06	18
Temporary Part-Time Teacher	00	00	00	00	00	00	03	06	09	03	06	09

2.8 FACULTY STATUS (REGULAR/ON-CONTRACT FACULTY AS OF JANUARY 1ST, 2026)

	Principal			Associate Professor			Assistant Professor			Grand Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Regular Filled as on 01/01/2026	00	00	00	05	03	08	05	03	08	10	06	16
Temporary Part-Time Teacher	00	00	00	00	00	00	04	07	11	04	17	11

2.9 FACILITIES (LAB/LIBRARY/CLASSROOMS/HALLS/GROUND)

- Classrooms:** Apart from laboratories and departmental common rooms, The Institute has eight classrooms (Room No. NB-1, 2, 3, 4; 13, 14, 15, and B) which are well-ventilated, spacious, well-lit, and equipped with projectors. The classrooms NB-1, 2, 3, and 4 can accommodate more than 120 students.
- Laboratories:** Laboratories are spacious and equipped with the latest instruments. Chemistry and Physics departments have five laboratories and one research laboratory

each. The zoology department has one laboratory which is equipped with the latest instruments, chemicals, charts, models, etc.

- **Staff Rooms:** The Institute has two separate air-conditioned staff rooms for all departments. Both the staff rooms are airy, well-furnished and equipped with intercom and internet facility.
- **Library:** The library encompasses an area of nearly 1400 sq. Ft. It houses nearly 16900 books. It boasts a rare collection of back volumes of research journals and precious books. It has a separate Teacher's reading room and an independent spacious reading room for students on the first floor. The library is computerized with SOUL software and one computer serves as a kiosk for OPAC. The library is equipped with an RFID facility which is used for books issue and returns. Each department has its separate departmental library which is also used by the students.
- **Sports Facilities:** The sports facility available on campus are given below:

Sr No	Facilities	Indoor / Outdoor	Area in sq. Ft.	Remarks
1	Sports, Games, Gymnasium	Outdoor	36980	Play Ground
4		Indoor	2541	Badminton Court
5		Indoor	676	Table-tennis

Outdoor Facilities:

- **Play Ground:** For Athletics, Cricket, Football, Hockey, Volleyball, Kho-Kho Handball, Tug of War, etc.
- Adequate sanitation facilities are available for boys and girls at the Institute ground.
- The Institute also utilises its sports facilities to organize inter-Institute tournaments in different sports and its cricket ground is utilized for Inter-University Zonal tournaments.
- **Seminar Hall:** The Institute has a seminar hall with a capacity of 30 seats equipped with a computer, projector, and printer and is Wi-Fi enabled.
- **Central Hall:** The Institute has a state-of-art centrally air-conditioned hall with a very high-resolution projector, sophisticated sound system, collapsible motorized curtain, majestic viewing gallery, equipped with a wi-fi facility, and a seating capacity of 300. It also houses an internet facility.
- **Botanical Gardens:** The Institute has developed two botanical gardens in which different saplings of different species are planted.

- **ICT facilities:** Some classrooms are equipped with ICT facilities like projectors, motorized screens, and Wi-Fi connections.
- **Wi-Fi Campus:** The campus is Wi-Fi enabled and students and staff have internet access.
- **Telescope:** 10" reflecting type go-to Dobsonian mount with CCD camera.

2.10 RESEARCH AND DEVELOPMENT

Promoting research activity in the Institute is one of the main thrust areas of the Institute. The Institute has a few modern analytical instruments for research. The Institute takes a special interest in promoting research by encouraging the faculty to participate in National/International conferences, workshops/seminars, etc.

The Institute provides full support in terms of administrative, academic, and human resources to enable faculty to submit research proposals to various funding agencies. The Institute has received grants for minor and major research projects from the funding agencies like UGC, UGC – DAE, GUJCOST, DST – SERB, VNSGU, etc.

The faculty have published their research papers in different peer-reviewed journals which feature in the UGC CARE list.

The Institute is registered with INFLIBNET, DELNET, ADINET, and gujcat. All staff members, research students, and students have been provided the credentials individually so that they can access quality journals, e-books, and other relevant materials.

2.11 CULTURAL FACILITIES

Sr No	Facilities	Indoor / Outdoor	Area in sq. ft.	Remarks
1	Cultural Activities	Indoor	2500	Central Hall
2		Indoor	2870	C. K. Pithawala Central Hall

Students are encouraged to participate in the Youth Festival of the VNSGU, which helps in bringing out their hidden talents. The Institute organizes inter-Institute and intra-Institute competitions such as elocution competitions, essay writing competitions, etc. When students participate in such extracurricular activities, special care is taken to reschedule their practical, so that, their academics are not interrupted.

STRENGTH, WEAKNESS, OPPORTUNITY, AND CHALLENGES (SWOC)

3.1 INSTITUTIONAL STRENGTH

- The Institute's brand has been diligently created throughout the years.
- Spacious well-lit classrooms with ICT facilities
- State-of-the-art laboratory facilities
- Lush green, environmentally friendly campus with rainwater harvesting, solar lights, subterranean water storage facility, garbage disposal mechanism, etc.
- Vermicompost facility for eco-friendly waste management
- Four specializations in UG in the core subjects of science
- One specialization in PG is in Organic chemistry.
- The research facility is available for the disciplines of chemistry and physics.
- A well-qualified motivated workforce.
- Provides a platform for students to interact with prominent scientists from premier institutes.
- A library that is RFID enabled and with an INFLIBNET facility.
- Excellent sports facilities.
- A campus that is barrier-free for people with impairments.
- Experiential learning for students with a regular arrangement of educational tours, visits to industrial units and laboratories, field trips, etc.
- A unit of 5 Guj Bn NCC
- Active units of NSS which train students to work for societal issues
- Different clubs and committees provide the right platform for students for co-curricular activities
- One of its kind a “Bicycle Club” to raise ecological awareness, develop physical fitness, and promote the “Fit India” initiative of the GOI
- A vibrant Alumni Association
- Well-functioning Parents Teachers Association
- An active Placement Cell

3.2 INSTITUTIONAL WEAKNESS

- Shortage of teaching and non-teaching staff because of state government's policies
- The Institute's affiliation with another Institute limits its ability to be flexible in the courses it offers.
- A dearth of trans-disciplinary courses is being given.
- Lack of courses offered that are applied in nature
- Unable to offer PG courses in all the subjects
- Lack of flexibility in conducting the exam and carrying out the evaluation
- Absence of exchange initiatives with institutions abroad and at home.
- Unable to implement CBCS to the full extent.

3.3 INSTITUTIONAL OPPORTUNITY

- Because the South Gujarat region is an industrial belt dominated by chemical, textile, and diamond firms, establishing a strong academic-industry collaboration through mous is essential.
- To develop research in collaboration with industries and premier institutes.
- To develop intensive training programs for different competitive exams.
- The campus also houses three sister concerns providing courses in Commerce, Arts, and Industrial training. Collaborations can be made by forming a cluster of interdisciplinary subjects for the proper implementation of CBCS.

3.4 INSTITUTIONAL CHALLENGE

- To implement CBCS in full.
- To motivate talented students for research.
- To keep pace with the rapidly changing scenario in imparting education.
- To implement NEP 2020
- To improve the placement ratio.

4. AIMS AND OBJECTIVES OF THE INSTITUTIONAL DEVELOPMENT PLAN (IDP)

The main goal of the Institutional Development Plan is to transform students into effective citizens by enhancing the standard of instruction and physical facilities at educational Institutes. The Institute will create initiatives, evaluate development against the plan's objectives, and accomplish them to meet the requirements for government support.

The Institute has determined the general goal of IDP to be as follows, considering its history as an Institute providing quality education in the sciences, arts, and vocational fields:

- To foster an academic setting that is encouraging for students who are committed, disciplined, and sincere.
- To implement a sustained quality system that includes conscientious, consistent, and planned action.
- Creating compassionate and empathetic citizens for the nation.
- To close the skills gap between social needs and higher education by effectively utilising developing technological tools.
- To blend the three "H"s—Hand (for skill development), Head (for advanced knowledge), and Heart—into one whole (to inculcate human values).

5. ROAD MAP FOR NEP-2020 IMPLEMENTATION

5.1: ACCESS, QUALITY, AND FUTURE-READINESS ANALYSIS OF THE CURRENT SITUATION

<u>Access</u>	
Inclusion of underprivileged socioeconomic groups	<ul style="list-style-type: none"> When it comes to the admission of students to the different programs provided by the Institution, Navyug Science College (NSC), Surat, an institution associated with Veer Narmad South Gujarat University, complies with the reservation policy of the Government of Gujarat (GoG). Regular student mentoring is offered. Financial aid from the alumni fund, and Parents Teacher Association (PTA) for students from the financially deprived segment.
Steps to increase internet accessibility	<ul style="list-style-type: none"> Using an online learning platform for instruction Access to Global E-book Library and N-LIST for students and faculty
Improved access using Indian languages	<ul style="list-style-type: none"> The teaching-learning process is conducted using Gujarati, Hindi, and English following the affiliating university's criteria.
<u>Quality</u>	
Multidisciplinary and holistic education	<ul style="list-style-type: none"> NSC is offering M. Sc. in Organic Chemistry, B. Sc. in Chemistry, Physics, Statistics, and Mathematics (Self-Finance) programs under VNSGU. Establishment of various student clubs to nurture the creativity of the students. Running SCOPE classes and Basics of Computer course.

<p>The flexibility of courses and student mobility-multiple entry and exit</p>	<ul style="list-style-type: none"> • Both the UG and the PG courses are running as per the new CBCS under VNSGU, however, the multiple entry and exit system is yet to be implemented by the affiliating university
<p>Research, Innovation and Ranking</p>	<ul style="list-style-type: none"> • The Institute has developed an innovation center under the Students Start-up and Innovation Policy (SSIP) of the Government of Gujarat. • Students are urged to create and come up with new ideas with a creative mindset. • Faculty members frequently have articles published in reputable national and international journals. • The University that affiliates with the Institute recognizes teachers as Research Guides.
<p>Capacity building of faculty</p>	<ul style="list-style-type: none"> • Encourages faculty members to attend FDP, Workshop, and Seminar by authorizing duty leave, funding registration fees, and providing allowances.
<p><u>Future Readiness</u></p>	
<p>Enhancing employability through internship/apprenticeship</p>	<ul style="list-style-type: none"> • The Institute includes a Career Counselling and Placement Cell, which organizes various career counselling programs. • Field trips and industry visits are scheduled regularly.
<p>Transforming education through the integration of technology</p>	<ul style="list-style-type: none"> • The Institute's central library provides users with access to DELNET, NLIST e-shodhsindhu, Shodhganga, and e-pathshala. • Several online platforms are used in the teaching-learning process. • Setting up an e-Language and Multimedia facility, as well as a video conferencing facility.

Accreditation for quality Education	<ul style="list-style-type: none"> • Institute is accredited by NAAC with a B grade, • 2.82 CGPA in 1st cycle, December 2009.
Internationalization	<ul style="list-style-type: none"> • No step has yet been taken.
Governance	<ul style="list-style-type: none"> • The governance is taken care of by the management of Navyug Vidyabhavan Trust.

5.2: INSTITUTIONAL STRATEGIC PLAN FOR DEVELOPMENT FOR THE NEXT 5 YEARS IN LINE WITH NEP 2020.

The Institute's operations, appraisal of its progress, and accomplishment of its objectives are all built on the Institutional Development Plan. NSC plans to carry out the following efforts to fulfil its vision of being an autonomous Body that will enable students to inspire excellence:

1. Certificate course in fundamentals of physics, Basics of mathematics for B group students, Communicative English, Python programming for Physics, Basics of computer, Hands-on training of vermi/culture composting, Fundamentals of chemistry.
2. Funding allocation for new building construction because the current building does not meet NEP-2020 requirements and is also rather outdated.
3. To set up an incubation centre for Start-up projects for students. Enhancing the student's entrepreneurship by availing the different certificates in Entrepreneurship Character building, Enhancing Productivity Training, E.Y.E (Enrich your entrepreneurship project).
4. Increase financial aid and scholarships for lower socio-economic disadvantaged students.
5. Retaining faculty and inspiring them to advance the students, Institute, and profession.
6. Maintaining an optimal student-teacher relationship so that academics may connect with students, perform research, and participate in other Institute and extension activities.
7. An Effective Grievance Redressal System.
8. Apply all anti-discrimination and anti-harassment policies strictly.
9. Continuous Professional Development for teaching and administrative employees, as well as leadership training for the principal and others.
10. Encouraging and empowering academics to engage in innovative teaching and pedagogy, research, and consulting that will inspire them to produce excellent creative work.

11. Outstanding performance by academics in teaching, research, and other activities will be rewarded with appropriate awards, recognition, and advancement to institutional leadership. Meanwhile, professors who fail to meet basic standards will be held accountable.
12. Improving the student support system by regularly providing counselling and mentorship programs for social, emotional, and academic support.
13. Create different student clubs and budget allocation for the development of Student Clubs and the organization of activities by students under the supervision of teachers. Such activities will be incorporated into the curriculum as the student sees fit.
14. Create and apply supportive technological solutions to improve engagement and learning results.
15. The emphasis is on increasing students' employability prospects.
16. Provide bridge courses for students from underprivileged educational backgrounds.
17. Create more high-quality study materials in local languages.
18. Promote professor and student's research work.
19. Improvements to fundamental infrastructure, such as clean drinking water, clean functional bathrooms, sports facilities, technically improved laboratories, and appealing classroom spaces and campuses.
20. Offering medical care to all students.
21. Formation of Memorandums of Understanding with diverse companies for research, consulting, and knowledge exchange.
22. Implement a program/additional course/activity to educate professors, staff, and students on gender identity difficulties.
23. Establishing a frequent communication mechanism with all stakeholders so that they are aware of new information in teaching-learning, research, and community service.
24. Gathering feedback on various parts of the institute, its scientific examination, and subsequent action.
25. Increasing alumni and PTA participation in the Institute's varied activities.
26. Increasing engagement with the local community.
27. Attempts to harvest funding from industries under the company's social responsibility activity.
28. Incorporating the notion of sustainability in all realms of policies as well as activities.

29. Budget allocation to create a fully Divyangjan-friendly Institution campus
30. Budget allocation for an ecologically sustainable campus by preserving the natural landscape and biodiversity using renewable energy sources and emphasizing resilience (to reduce natural disasters and accidents), sustainability, utilities, and safety.
31. Budget allocation for ERP management
32. Apply for various grants from the federal and state governments, as well as find new sources of funding.
33. As soon as feasible, apply for NAAC accreditation for the next cycle.
34. Creating clear and objective processes for evaluating faculty members' Self-Appraisal Documents; Peer review Committees to examine contributions to teaching, research and publication, projects (research and consultancy), corporate life, and an extension activity.

5.3 DETERMINE THE INSTITUTE'S MISSION STATEMENT TO INCLUDE ITS ASPIRATIONS, OBJECTIVES, CAPABILITIES, KEY PRIORITIES, AND RESPONSIBILITIES.

The mission statement of the Institute:

At our Science Institute, our vision is to become a preeminent institution in the realm of scientific inquiry and originality. Our mission is to challenge the limits of human comprehension and awareness and to create novel answers to the most pressing issues affecting our world. By working together and engaging in interdisciplinary research, we strive to foster an inclusive atmosphere where researchers and scientists of different backgrounds can exchange knowledge and ideas in pursuit of a shared objective. Ultimately, our objective is to make a meaningful contribution to society by enhancing scientific understanding and creating innovative technologies.

5.4: CREATE AN ENHANCEMENT PLAN FOR BRIDGING INSTITUTIONAL SHORTFALLS BY RECOGNIZING INSTITUTIONAL POTENTIAL AND CAPABILITIES (SOCIAL AND FISCAL).

5.4.1 CURRENT POTENTIAL AND CAPABILITY

1. A friendly connection between all stakeholders (Alumni, PTA, industries, and society at large) and management
2. Working in a pluralistic, multicultural environment
3. Being motivated by the objective of educating everyone.
4. Admission of students from all deprived populations, including those who identify as transgender, and admittance of students from economically and socially deprived places
5. Student-centered learning and teaching procedures

6. The training and placement division is actively working to improve campus recruiting of students.
7. Applied for certificate programs with a focus on specific skills to improve overall character development and employability.
8. There is an SC-ST Cell, an internal complaints committee, an anti-ragging committee, and a sexual harassment committee.
9. The fund is provided by the Gujarat government through SSIP 2.0.
10. Grant received from UGC-DAE, DST-SERB, and VNSG university for research purposes.

5.4.2 A FEW MEASURES TO MINIMIZE THE GAPS

1. To begin new certificate programs, apply to universities
2. Academic members or hired resources prepare the syllabus to begin certain modern certificate courses.
3. NGOs, charitable individuals, and industrial organizations are urged to support underprivileged communities.
4. E-governance will be fully implemented to increase transparency.
5. Provide recurring professional development opportunities for academic and office workers.
6. Encourage employee participation in leadership development.
7. Arranging meetings between academics and industry to increase the placement rate
8. Budget allocation for honouring professors for achievement in instruction, research, and other services.
9. Allocating funds to build additional classrooms, labs, ICT equipment, drinking water facilities, restrooms, sports facilities, a well-equipped health centre, fully equipped theoretical and experimental research labs, and other support services, including Divyangjan-friendly amenities.
10. Provision of funds for hiring IT technical employees, and other staff required for improved facilities across a variety of areas.
11. Budgetary allocation for ERP management.

5.5: LONG-TERM AND SHORT-TERM INSTITUTIONAL OBJECTIVES.

5.5.1 LONG-TERM STRATEGIC PLANS

1. Take entrepreneurship and character-building (diploma/certificate) courses.
2. To promote interdisciplinary and holistic education, more skill-based courses are being offered on a variety of cross-cutting topics, such as value education, human rights, web design, bee-keeping, mushroom cultivation, folk and performing arts, knowledge of self, and Vedic mathematics.
3. Offering bridge courses to students from educationally underprivileged backgrounds.
4. As part of a comprehensive education, regularly planning student visits to significant locations to learn about the history, and contributions to science, customs, and indigenous literature.
5. Scheduling field trips for youngsters regularly to improve their hands-on education.
6. The use of fresh pedagogy promotes student-centered education.
7. Establishing a cutting-edge, fully-equipped audio-visual studio to provide online instructional tools that students may utilize for independent learning.
8. Memorandums of Understanding with businesses to strengthen academic and business ties.
9. Offering chances for research internships with other higher education institutions or research institutes as well as internships with local businesses, artists, craftspeople, etc.
10. Improve student cooperation and outreach programs based on quality.
11. Offering all students, a system of mentorship and counselling.
12. The creation of student organizations, which will host a variety of events and foster the students' abilities and creativity.
13. Supplying enough basic infrastructure and amenities, such as clean drinking water, functional bathrooms, smartboards, offices, educational materials, libraries, well-equipped labs, and comfortable classroom and campus environments.
14. Ongoing maintenance and upgrade of IT infrastructure, high-tech lab instruments, audio-visual equipment, and any other electronic gear and software.
15. Ongoing maintenance and infrastructure upgrades to the campus by evolving demands.
16. Offering smart classrooms that are fully ICT equipped for teaching and learning.

17. Offering financial aid and scholarships to students from socioeconomically disadvantaged groups.
18. Promote entrepreneurship and new businesses.
19. Creation and execution of an action plan for startups and entrepreneurs.
20. Giving students access to medical care and psychological counselling through physicians and counsellors.
21. Giving them the chance to participate in sporting and cultural events.
22. Make an effort to develop the structures and procedures necessary to guarantee the mental and emotional well-being of youngsters.
23. Increasing alumni participation.
24. Submit grant applications to the national and state governments
25. Giving faculty members the freedom to carry out cutting-edge research, teaching, and service.
26. Supporting academics/staff in improving their capability and fostering leadership.
27. Establishing a system for ongoing dialogue with all parties involved, gathering input on the curriculum, the teaching-learning process, infrastructures, etc., doing scientific analysis of that feedback, and acting on it.
28. The campus has undergone a technological upgrade with centralized Wi-Fi, smart classrooms with ICT capabilities, new labs, new classrooms, and a fully automated library.
29. Establishing a Divyangjan-friendly campus for the Institution.
30. Promoting a culture of research within the organization and setting up theoretical and experimental research facilities.
31. Promoting more involvement in the community.
32. The creation of a central instrumentation facility to support faculty and student cross-departmental research.
33. Establishing fair and unbiased processes for evaluating faculty members' self-evaluation reports; performance appraisal committees to assess contributions to teaching, research and publication, projects, contributions to corporate life, and extension activity
34. The creation of comprehensive Campus Safety rules and their distribution to all parties involved.

35. Campus sustainability with a focus on preserving the natural environment and biodiversity.
36. Encourage sustainable growth by using green methods and putting the green protocol into effect.
37. Apply for accreditation and proceed through the Institute's ongoing accreditation by the proper authorities.

5.5.2 SHORT-TERM STRATEGIC PLANS

5.5.2.1 CURRICULAR ASPECTS

TARGET

1. To enhance interdisciplinary education, skill-based courses are being introduced to enhance students in numerous fields.
2. Encourage learners to engage in programs such as creative writing, acting, recitations, and so on.
3. Transform education from its existing tight framework and promote flexible and comprehensive learning.
4. To enhance placements, a career advice center will be established that will be linked to the Institute's multiple disciplines.

ENHANCEMENT PLAN

1. Begin outcome-based education, in which students will learn to plan activities to prioritize the result.
2. Create, collate, and publish study materials for the restructured and new skill-based certificate courses.
3. Prioritize placement initiatives by holding job fairs and recruiting campaigns.

5.5.2.2 TEACHING, LEARNING, AND EVALUATION

TARGET

1. Empower weaker learners comprehensively by offering appropriate arrangements based on their requirements and learning styles.
2. Increased use of ICT throughout the teaching and learning activities.
3. Form a collaborative team comprised of all stakeholders to solicit input on the curriculum and its implementation.

4. Implement a more student-centered teaching-learning approach, with a focus on technology.
5. Improve the mentorship system.

ENHANCEMENT PLAN

1. Urge students and teachers to take use of online courses.
2. Use the VAK (visionary, auditory, and kinaesthetic) exam to determine their study habits.
3. Plan collaborative learning activities such as group projects, group discussions, and so on to increase student collaboration.
4. Set up extra classes/bridge courses for slow learners.
5. Create smart classrooms with cutting-edge technology.
6. Full digitalization of the central library.
7. Systematic gathering and analysis of input from all stakeholders, followed by action.
8. Urge educators to incorporate innovative teaching and learning approaches into the curriculum.
9. Planning a curriculum on creative teaching, pedagogy, and classroom delivery strategies, among other things.

5.5.2.3 RESEARCH, INNOVATION, AND EXTENSION

TARGET

1. Promoting a research culture inside the Institution.
2. Encourage faculty members to take on major/minor projects.
3. Encourage faculty members to take experience through joint research with academics from other universities.
4. Use a plagiarism checker program to adhere to the standards for plagiarism.
5. Encourage professors to apply for patents.
6. Promote start-ups and the development of an innovative ecosystem.
7. Help the government and local authorities with community initiatives.
8. Promote local issue exploration.

ENHANCEMENT PLAN

1. Create a research body as per UGC criteria.
2. Create a theoretical and experimental research laboratory.
3. Encourage students to work on real-world projects for organizations.
4. Write a detailed project proposal and submit it to the appropriate funding agency.
5. Urge students to collaborate with their teacher-guide to publish their project/research efforts.
6. Create a program/competition where students may explore their ideas and turn them into prototypes.
7. Inviting industry leaders to motivate students and give practical information is a good idea.
8. Encourage educators and learners to do unique, location-specific, and societally important research.

5.5.2.4 INFRASTRUCTURE AND LEARNING RESOURCES

TARGET

1. Regular upgradation of the campus infrastructure according to the changing needs.
2. Enhance the use of technology in teaching-learning and administration.
3. Revamp existing academic and other common facilities.
4. Establish Central Instrumentation Facility.

ENHANCEMENT PLAN

1. Campus technological upgrades, including centralized WI-FI, ICT-enabled smart classrooms, computer lab modernization, and a fully automated library.
2. Construction of amenities such as sports facilities, fitness clubs, medical centres, and conference centres.
3. Acquire funds to purchase sophisticated scientific equipment that all departments may use.

5.5.2.5 STUDENT SUPPORT AND PROGRESSION

TARGET

1. Improve education based on quality.
2. Increase the number of student scholarships.

3. Involve students in research studies and encourage them to publish their results.
4. Offer hands-on training and practical learning opportunities.
5. Boost placement activities.
6. A fully operational counselling cell to meet the requirements of learners.
7. Analyse and update student progress every year.
8. Improve students' employment skills.
9. Promote new ventures and entrepreneurship.

ENHANCEMENT PLAN

1. Provide scholarship opportunities to eligible and underprivileged students.
2. An appeal will be addressed to NGOs and charitable individuals/groups to provide financial assistance to students from socioeconomically marginalized people.
3. Hold employment fairs in coordination with other institutes.
4. Individualized counselling and coaching for slow learners.
5. Students' clusters to foster students' inventiveness.
6. Plan a character development program.
7. Organize numerous programs to help students develop their entrepreneurial skills.
8. Establish finishing schools for graduating students to improve their employability.
9. Create a startup incubation center to help entrepreneurs.

5.5.2.6 GOVERNANCE, LEADERSHIP, AND MANAGEMENT

TARGET

1. Create a completely automated Management Information System.
2. Encourage decentralized administrative mechanisms that are accountable.
3. Increase openness in financial auditing.
4. Carry out different quality audits.
5. Submit the Institution to regular accreditation by the competent authorities.
6. Seek funds from the national and state governments.
7. Assist academics and staff with capacity building and growth.

8. Faculties and staff members should get ongoing administrative and leadership training.

ENHANCEMENT PLAN

1. Maintain effective SC-ST Cell, Anti-Ragging Committee, Anti-Sexual Harassment Committee, and Grievance Redressal Committees with staff and student involvement.
2. Conduct audits of the educational and administrative systems and put the suggestions into execution.
3. Encourage staff members to participate in leadership development.
4. Encourage staff members to participate in FDPs such as refresher courses, orientation programs, short-term courses, Teachers' Training Courses, etc.
5. Develop programs for staff and faculty development to increase competency.

5.5.2.7 INNOVATIONS AND BEST PRACTICES

TARGET

1. Encourage sustainable development by using green technologies.
2. Inspect that the water and waste management systems are appropriate.
3. Increase sensitivity and understanding of environmental concerns.
4. Use education, empowerment, research, innovation, and charitable endeavours to have a broad effect on society.
5. Implement comprehensive e-governance in the operational sectors.

ENHANCEMENT PLAN

1. Improve energy management using high-efficiency electronic devices and the installation of solar panels.
2. Urge administration and other departments to interact through electronic means.
3. Aim to plant a variety of vegetation, herbs, and trees on the college campus.
4. The Institute's Eco club should be strengthened.

5.6 IDENTIFY INSTITUTIONAL LEVEL CHALLENGES – LONG TERM AND SHORT TERM

1. The guardians lead to drop out of students due to limited source of income.

2. Limited source of textbook in regional languages that restricts the easy access of Indian languages.
3. Infrastructure development challenges and manpower crisis for the smooth conduct of multidisciplinary courses
4. Dearth of trained staff to introduce various programmes and laboratories.
5. Deficiency of research awareness and revolution of the faculty members.
6. Limited funding for implementation of full- fledged e-governance

5.7: DEVELOP A WORKABLE HYPOTHESIS TO MITIGATE AND OVERCOME THE CHALLENGES IN A PHASED MANNER

Challenges	Hypothesis to mitigate the issue	Timeline (year)				
		Y1	Y2	Y3	Y4	Y5
Financial crisis of parents	<ul style="list-style-type: none"> • Get the students benefited from state and central government scholarship • Financial help from staff to students from welfare funds of the college and also from the PTA and alumni. • Various NGOs will be encouraged to give financial help to the students' financial issues. 	√	√	√	√	√
Limited source of textbook in regional languages that restricts the easy access of Indian languages.	<ul style="list-style-type: none"> • Advance the library with subject books in local languages and encourage students to visit library. • Encourage faculties to organizes workshops and interact with students. 	√	√	√	√	√
Infrastructure development and manpower crisis for the smooth conduct of	<ul style="list-style-type: none"> • Apply to various Government agencies (state and national) for infrastructure development 	√	√	√	√	√

multidisciplinary courses	grants					
	<ul style="list-style-type: none"> Industries are also an alternative for infrastructure development funds. 	√	√	√	√	√
	<ul style="list-style-type: none"> Appoint permanent qualified staff. 	As per rules of GoG				
	<ul style="list-style-type: none"> Hire contract-based staff if required. 	√	√	√	√	√
Dearth of trained staff to introduce various programmes and laboratories	<ul style="list-style-type: none"> Hire new trained person on contract-basis. Training of available faculties for the concerned programme. 	√	√	√	√	√
Deficiency of research awareness and revolution of the faculty members.	<ul style="list-style-type: none"> Provide basic facilities for research and encourage faculties for research. Appoint research-oriented faculty members. 	√	√	√		
Limited funding for implementation of full-fledged e-governance	<ul style="list-style-type: none"> Facilitate the grants from state & central government agencies, NGOs, various industries. 	√		√		√

5.8 DEVELOP STRATEGIES TO PROMOTE LEADERSHIP

The creation of a culture of innovation and excellence in higher education Institutes (HEIs) is enabled by effective governance and leadership. It is expected that the leaders of an HEI will demonstrate strong alignment to constitutional values and the vision of the Institute, along with attributes like, trust in teamwork, ability to work with diverse people, strong social commitment, pluralism with a positive outlook and so on.

Keeping these in view, the following initiatives will be undertaken to promote leadership skills among the faculty members:

- Arrangement of leadership training programmes for students as well as staff members.

- Appointment of the best faculties with an excellent academic and service record with powerful management and leadership aids.
- Encouragement of faculties with the best rewards for their quality teaching work, research work and motivation to be an Institutional leader.
- Appoint faculties as co-ordinators of various activities & programmes and assess their leadership role in terms of smooth conduct of the programme.

5.9: DEVELOP MECHANISM TO ENSURE ‘TRANSPARENCY’ IN GOVERNANCE

The initiatives need to be taken to ensure ‘transparency’ in governance are listed below:

- Implementation of complete e-governance administrative work, students’ admission examinations, scholarships, finance, institute social and academic activities, achievements of students and faculty members.
- Improvement in institute website and mobile application to avail all information about institute.
- Student complain box and its Active Redressal.
- Regular annual Financial Audit by Auditor to maintain transparency.
- Merit based student admission strictly as per Government norms.

5.10 ACTION PLAN FOR PHASE-WISE IMPLEMENTATION OF THE PERSPECTIVE IDP WITH SPECIFIC TIMELINES

Proposed plans	Action plans	Timeline (Years)				
		Y1	Y2	Y3	Y4	Y5
Introduction of new integrated courses M. Sc. in all subjects, P. G. Diplomas in Analytical Instrumentation, Industrial Safety, Disaster Management and Certificate Courses in different languages for the subjects viz. chemistry, physics, statistics, mathematics, zoology, etc.	<ul style="list-style-type: none"> • Get permission from concerned higher authorities to implement. • Application to government for the appointment of new permanent faculties for various courses. • Summary of outcomes of new implemented courses and its evaluation. 				√	√

Offering advance subjects viz. Computer simulation, Cloud Computing, Data Analysis, Cyber security to develop new skills in students.	<ul style="list-style-type: none"> ● Designing of syllabus for the course. ● Development of library with full availability of study materials (Books and E-Books). ● Development of fully equipped laboratory infrastructure. ● Expansion of supportive equipment like Computers and information technology infrastructure. 			√	√	
Strictly implement all no-discrimination and anti-harassment rules	<ul style="list-style-type: none"> ● All the rules and regulations can be displayed on website, mobile application and on noticeboard of the institute. 	√	√			
Strengthen the student support system	<ul style="list-style-type: none"> ● Encouragement of student teacher interaction even after college time. ● Free availability of books can be improved. ● Local language support to new students. ● Development of new centre inside the campus for preparation of competitive exams such as JAM, JEST, GPSC, UPSC, NET, GSET etc. ● Get the funds for expert lectures and smooth conduct of teaching. ● Development of active placement Cell and solidification of relations with 	√	√			

	<p>academic institutes and industries for placement activities.</p> <ul style="list-style-type: none"> • A special training of faculties for “Divyangjans” related activities. 					
<p>Allot budget for formation of Student Clubs and planning of activities by students under the guidance of faculty. Such activities will strengthen the CV of students and will contribute in good academic record.</p>	<ul style="list-style-type: none"> • Assign one faculty as co-ordinator of such student club to monitor progress of the club. • Appoint one leader of each club from students that will govern leadership quality in students. • Participation of trained students in state/national level competition from each club. 		√	√		
<p>Developing the students with greater potentials</p>	<ul style="list-style-type: none"> • Introduction of courses for skill improvement of students. • Selection of implement of core subjects that can produce the students which are best suited for local/regional industries. • Collection the outcome and feedback of all the activities. 	√		√		
<p>Sign MoUs with various Industries for research, consultancy, and knowledge exchange.</p>	<ul style="list-style-type: none"> • Short listing of industries that can sponsor research projects. • Arrange expert lecture from industry professional. • MoU with industries to provide internship/ training to final year students for skill enhancement. 		√			
<p>Organize programmes on</p>	<ul style="list-style-type: none"> • Shortlisting of talented and 			√	√	

opportunities in higher education institute, scholarships, skill development and entrepreneurship among students	skilled students. • MoUs with various funding agencies and industries for skill and entrepreneurship development					
Undertake programme/add on course/activities to sensitise faculty, staff and students on issues of gender-identity	• Assign a committee to study the gap and prepare the gender sensitisation action plan. • Organise related workshops/ activities to aware the staff and students.		√			
Start-up projects for students	• Exploring the possibilities of new start-up projects and apply for funding to different funding agencies. • Encourage final year student to apply for research projects to various government and nongovernment agencies. • Develop MoUs with various academic agencies and industries for research project.			√	√	√
Developing the greater connection with the local community	• Arrange the programmes and sensitise, create awareness and provide solutions to community related issues.			√	√	√
Continuous communication between students, parents, faculty members, principal and awareness about the new information in teaching-learning, research and community service.	• A single accessible platform (social media) to connect all stakeholders. • Arrangement of online feedback collection system, analysis of feedback data, improvement and display of data on institute website.		√	√		

Involvement of alumni in various fields of activities of the Institute	<ul style="list-style-type: none"> Organise regular alumni meet (student and parent) Display of all the activities of institute in front of alumni. Collection of feedback from alumni and improvement in the overall development of the Institute. 			√	√	√
Maintenance of ideal student to teacher ratio so that students can easily interact with faculties, contribute in research and also involved extensively in other institutional activities.	<ul style="list-style-type: none"> Approach Government for the recruitment of new staff members to maintain student to teacher ratio as per the UGC norms. 	√	√	√	√	√
Motivating the faculty members for the development of students, Institute, and profession.	<ul style="list-style-type: none"> Faculty members can be motivated for their exceptional contribution towards the excellent development of the institute by suitable rewards, promotions, recognitions that will help in development of Institutional leadership. 	√		√		√
Continuous professional development for faculty and staff, and leadership training for the principal and others	<ul style="list-style-type: none"> Assign separate funds for continuous professional development and leadership training. 		√		√	
Motivation to faculty members to conduct advanced and creative teaching, research and consultancy.	<ul style="list-style-type: none"> Organization of orientation courses, faculty development programmes at regional, national and international level. Regular organization of discussion sessions between faculties that can result in exchange of innovative ideas and knowledge between 		√		√	

	faculties. <ul style="list-style-type: none"> • Monthly presentation of research work done. • Rewards in terms of cash prize to research scholar as well as faculty per quality research publications. 					
Provide regular counselling and mentoring programmes for social, emotional and academic support	<ul style="list-style-type: none"> • Establishment of new counselling cell. • Provide training to faculty members for better social, emotional and academic support 		√			√
Research Advisory Committee to encourage research	<ul style="list-style-type: none"> • Make research advisory committee to setup and implement Research Development Cell. • Apply for minor/major research project to UGC, CSIR, DST, GUJCOST and get financial support that can encourage the student for better research work. • Establishment of extensive collaborative work that can reduce the financial burden of researchers. • Continuous monthly evaluation of progress of research work, better outcome in form of publications and rewards for the same. 	√	√	√		
Attempt to get funds for research activity.	<ul style="list-style-type: none"> • Set up Research Development Cell. 		√		√	

	<ul style="list-style-type: none"> • Apply for various research project to state & central government agencies. • Invite funds from Industries under CSR through MoUs. 					
<p>Encouragement of staff efficiencies with proper rewards.</p>	<ul style="list-style-type: none"> • Organise national and international conferences, workshops, seminars, faculty development programmes, orientation courses and encourage faculty members to participate. • Encouragement of faculties for research work. • Continue annual evaluation of faculties about the contribution to the institute. Equipped IQAC with latest technological tools. 		√			√
<p>Establish IQAC cell; Continue evaluation of faculty members to review contribution to teaching, research and publication, projects (research and consultancy), contribution in corporate life and extra circular activities by Peer review Committees</p>	<ul style="list-style-type: none"> • Online submission of Teaching-learning and evaluation related activities, co-curricular, extension and professional development related activities; research, publication and academic contribution of all the faculties members with proper evidences. • Annual Confidential Report of each faculty members evaluated by review committee to be submitted to the principal and their final evaluation by the principal. 	√		√		√

	<ul style="list-style-type: none"> • Give rewards to the faculties for their excellent contribution in the progress of institute. • Group discussion of faculty members about plan of future activities. 					
Accreditation by NAAC Evaluation team	<ul style="list-style-type: none"> • Planning to apply for second cycle of NAAC evaluation in short future. 	√				√
Generate new source of financial support	<ul style="list-style-type: none"> • Identify new source for financial assistance from various state and national (government & non-government) agencies and industries. 	√	√	√	√	√
Use of technology in the class room to make teaching advance and competitive with better outcomes.	<ul style="list-style-type: none"> • Transformation of all the classrooms in high-tech classes fully equipped with computers, projectors with inbuilt internet facilities. 			√		
Enlargement of basic infrastructure facilities, viz. pure drinking water, clean working toilets, sports facilities, fully equipped and upgraded laboratories and pleasant classroom spaces and campus.	<ul style="list-style-type: none"> • Apply to state/national agencies for funding for infrastructural development. • Preparation of proposal and estimate for financial help and submission to respective authorities. • Proper maintenance of infrastructure 	√	√			
Medical facilities for all students and staff	<ul style="list-style-type: none"> • Instalment of new health centre with full medical facilities within the campus. • Collaboration with adjacent hospital for emergency 		√			

	services.					
Allocation of budget to make a complete Divyangjan-friendly Institute campus	<ul style="list-style-type: none"> ● To increase ramps with grab handles wherever necessary. ● To have Divyangjan friendly toilets. ● To install lifts wherever possible. ● Purchase wheel chairs. ● To make all the floors and lobbies compatible for “Divyangjans”. ● Purchase study materials for “Divyangjans” ● Install tactile braille sign boards throughout the campus ● Equip all the computers on campus with screen readers. ● Facility for braille printer. ● Facility for braille readers in library. 	√	√			√
Allotment of budget for green campus, renewable sources of energy and giving importance to survival from natural disasters and accidents.	<ul style="list-style-type: none"> ● Implementation green source of electricity. Enlargement of existing rooftop solar system. ● Extensive plantation of oxygen friendly trees in the campus and install of bio-gas plant in campus. ● 100% usage of LED lights in the whole campus. ● Conversion of biodegradable waste in to biofertilizer. ● Moulding of nonbiodegradable waste in to equipment. 	√	√			√

	<ul style="list-style-type: none"> • Waste water treatment plant for chemistry laboratories. • Upgrade underground rain water storage tank with the largest capacity. • Regular Energy audit, Green and Environmental Audit and implementation of the recommendations of the audit reports. 					
Allocation of budget for online management	<ul style="list-style-type: none"> • Transformation of existing Institute Management System to ERP based system • Institute administration, Admissions, Examination, Students support, Record control, feedback system and analysis, HRMS • Feedback from website • Remote login • Remote library access 		√		√	
Allocate budget for cleaning of campus.	<ul style="list-style-type: none"> • Hire staffs for cleaning of campus on contract basis. 	√	√	√	√	√
Getting feedback on the various aspects of the Institute, its scientific analysis and action taken thereof.	<ul style="list-style-type: none"> • Include detailed feedback mechanism on website and electronic media of the institute. 	√		√		√

6. GRANT REQUIREMENT FOR THE FULFILMENT OF INSTITUTIONAL DEVELOPMENT PLAN

Sr. No	Activities	Project Life Allocation (Rs in Lacs)	Financial year (Rs in Lacs)				
			Y1	Y2	Y3	Y4	Y5
1	Infrastructure						
	1. Modernization and strengthening of laboratories including contractual technicians' recruitment	15	03	03	03	03	03
	2. Modernization of classrooms						
	With Smart Boards	39	35	1	1	1	1
	With Audio System	4.8	4	0.2	0.2	0.2	0.2
	3. Updation of Learning and Training Resources	13.5	2	2.5	3	3	3
	4. Establishment/ Upgradation of Central and Departmental Computer Centres including contractual technicians' recruitment	46	35	5	2	2	2
	5. Modernization/improvements of supporting departments	8	3	2	1	1	1
	6. Modernization and strengthening of libraries and increasing access to knowledge resources	13	5	2	2	2	2
	7. Refurbishment (Minor Civil Works)	11	5	1.5	1.5	1.5	1.5
	8. Enhancing Sports, Cultural and Recreational Facilities with emphasis on the creation of Social Spaces	10	5	2	1	1	1
	9. Creation of Public Realm and enhancing Quality of Life on Campus	5	2	1	1	1	0
2	Research and development support	2.5	0.5	0.5	0.5	0.5	0.5
3	Faculty Development Support	7.5	1.5	1.5	1.5	1.5	1.5

	Faculty and Staff Development (including pedagogical training, and organising/participation of faculty in workshops, seminars, and conferences) for improved competence based on Training	10	2	2	2	2	2
4	Technical assistance for procurement and academic activities	10	2	2	2	2	2
	Institutional management capacity enhancement	10	2	2	2	2	2
5	Academic support	2.5	0.5	0.5	0.5	0.5	0.5
	Enhanced Interaction with Industry	5	1	1	1	1	1
	Temporary faculty engagement	30	6	6	6	6	6
	Student support activities	10	2	2	2	2	2
6	Others	5	1	1	1	1	1
	TOTAL	242.8	114.5	35.7	31.2	31.2	30.2

7. CONCLUDING REMARK

The youngsters' overall growth is important to NSC. In order to accommodate different student associates in both the academic and social spheres, a robust internal framework is intended to be established.

This objective will be guided and planned towards with the aid of the institutional development plan.